

# Teacher's Personalities, Performances, and Professionalism: A Descriptive Study

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**Abstract:** Teacher is an educator who is required to could change moral and student's behavior, because teachers position as a public figure which is used as an example for their students. professional teachers must have a good personality, as in principle teachers is a noble profession, a good personality must be formed in the teacher's personality. a teacher who have good personalities will also have a good and harmonious relationships between another teachers and other person.

**Keywords :** teacher, personalities, professionalism

## I. INTRODUCTION

Teachers or educators are one of the components that have a big part in the success of learning students in school. Teachers or educators play a very important role in realizing students dreams and student's life goals optimally by helping them growing. Mulyasa (2008) explains that a teacher who is active in education must have a good personality as an educator. Because as an educator are actually felt heavier than other professions. "Teachers, was taken into the form of the Javanese people are still attached today. Teacher is a person who should be able to be formulated and imitated by the participants. The notion of being formulated is that the teacher is always trusted and believed to be a truth by all the participants. All the science that is delivered and coming from the teacher will be used as a truth that they think there is no need to prove the truth. While the notion of imitated is a role model for all the participants, a teacher must be the dowager example who can give a good example in terms of thinking and how to convey something and how to behave Daily. That is why the teacher has a huge role in the implementation of learning for students.

Teacher is a professional educator who has the main task of educating, teaching and directing the participants in his students to be able to achieve his goals and ideals. Professional teachers should be able to carry out responsibilities as teachers. Teachers must be able to keep their duties and responsibilities in teaching and providing praiseworthy examples to their participants with professionals. Professional teachers must have a good personality. Because in principle the teacher is a noble and praiseworthy profession, a good personality must always be formed in the person of the teacher. Good personality becomes a capital for teachers to perform their duties and obligations to be educators for the participants.

A good personality becomes a very important thing for a teacher or educator. Drajat (2005) states that because of the most important factor of a teacher is how her personality, from the good personality that determines the teacher can be a good educator, builder, and mentor to her students, Or the teacher will be the destroyer or the aspirant of the learners' future. A teacher is not only required to be able and capable in learning that in this case carrying out the teacher's task in the form of teaching and learning activities, but most importantly, how a teacher should be able and able to make the process Learn to teach as an event for the establishment of personality competencies and good behaviour of students.

Besides that the teacher who has a good personality will also have a good relationship and harmonious between the personal teachers and other human beings. Teachers who have a good personality are aware of their position as individual beings and social beings who need help and others but still appreciate others. If the teacher can create harmonious relationship with others, it will create a harmonious school environment as well. The learning process and the performance of teachers will be optimal and excellence if the teacher can have a good relationship between the teachers. Although the teacher faces the students directly, it is important to know that a teacher needs another teacher to help and support the task to be more optimal.

Teachers are also required to be professional. Able to distinguish and sort out which are related to personal affairs and occupational affairs. As a teacher whose primary task of providing learning for learners is required as professional as possible so that the results achieved by learners will also be maximal. A teacher should not be hooked with his or her personal problems so as to influence his focus on teaching. A teacher was asked to solve the

problem he had and did not mix with school affairs so that he could be a victim of his personal problems. Teachers who have a core role and as a key player in learning should always be able and able to give examples and become a lead for learners to be a better personal and personal quality.

## II. LITERATURE REVIEW

### Teacher's Personalities

Personality has a direct and cumulative influence on students' life and study habits. A number of experiments and observational results reinforce the fact that so much is learned by students from their teachers. Experience shows that problems such as motivation, discipline, social behavior, achievement, and a continuous learning desire in students stem from the teacher's personality (Sudarman, 2013).

Zainuddin, in his book put forward Al-Ghazali opinion in the book "*Ihya 'Ulumuddin*" which illustrates how important personality is to an educator. A teacher applies his knowledge, then says don't lie to his actions. Because actually science can be seen with the eyes of the heart, while actions can be seen with the eyes of the head. Even though those who have eyes are more. From Al-Ghazali's statement, it can be seen that the actions, moral behavior and personality of an educator is an important part for a teacher, he will be an example and example for his students, both intentionally and unintentionally, both directly and indirectly (Zainuddin, 1991).

Discussing and explaining teachers cannot be separated from the context of teacher education as a social institution. From the various social structures of teachers in the community that can be understood the actual position of the teacher. According to Momon Sudarman, there are several typologies of teachers, namely teachers as social actors, teachers as educators, teachers as fighters, teachers as bureaucrats, and teachers as professions. This research focuses on the search for meaning of teachers by positioning teachers as educators.

In connection with the teacher's role as an educator, ownership of personality is a requirement that must be met by the teacher. Teachers will be able to educate as well as teach if they have emotional stability, have a great sense of responsibility to advance students, being realistic, being honest, and being open and sensitive to the development of education (Hamalik, 2002).

Without realizing it or not, in addition to the tools and all things related to teaching and which lead to the success of educational goals, it turns out the teacher's personality is very crucial in the success of teaching. A teacher's competence has an influence on student learning habits including student learning motivation.

The teacher's personality has a direct and cumulative influence on the lives and study habits of students referred to as personality here include knowledge, skills, ideals and attitudes, and also the principles they have about others. A number of experiments and observations confirm the fact that a lot is learned by students from their teachers. Students absorb their beliefs, imitate their behavior and quote their questions. Experience shows that problems such as motivation, discipline, social behavior, achievement and learning desire are continuously sourced from the teacher's personality.

### Teacher's Performance

Abdullah (2014) explains the sense of performance is a description describing the level of achievement of the implementation of an activity or policy program in realizing the objectives, objectives, and vision and mission of the Organization Made through strategic planning of the Organization. Performance comes from the word performance which according to Wibowo & Phil (2007) performance is an abbreviation that when it is composed into a working energy kinetics. Performance is an output or output as a result of the function or indicator of a job or profession within a given time. In addition Jasmani & Mustofa (2013) argues that the term performance comes from the word job performance or actual performance and when it is interpreted as the actual achievement of work or achievement that has been achieved or achieved by a person. From this sense it can be interpreted that performance is an achievement seen as a result in this form of success from a person's work.

Hasibuan (2007) said that performance is a result of work that has been accomplished by someone after carrying out the duties given to him and based on his skills, experience, and sincerity and time. In this case performance is the result of work in quality and quantity as the achievement of an officer in performing its duties in accordance with the responsibilities that have been given to the officer. From some of the above explanation can be drawn some conclusions that the teacher's performance is important in relation to the competency of teachers, teachers who have good performance must have good competence, therefore to have the performance Well a teacher must be supported with good competence. If the teacher does not have good competence, then the teacher also will not have a good performance.

Wagiran, Soenarto, & Soedarsono (2013) explains the definition of teacher performance as a result achieved by the teacher in carrying out the tasks that have been given and charged to him is based on his prowess, experience, and seriousness, and time By paying attention to the output that the teacher has produced reflected in terms of quality and quantity. In addition, the Ministry of National Education explained that teacher performance is the ability teachers have to demonstrate their skills and competencies. In that case, no other performance of the teacher is the ability of a teacher to demonstrate how proficient and competent he is in the world of his work in this teaching learners.

From some of the above descriptions it can be concluded that the teacher's performance is the result achieved by a teacher in carrying out the duties that have been given to him based on his ability, experience, proficiency, capacity, and time, and Adapted to the competence he has to achieve the objectives, objectives, and vision of the mission that have been established in terms of quantity and quality.

### Teacher's Professionalism

According to Putri and Imaniyati (2017) the profession of educators is a profession that plays a role in the life of a nation because of the important educational position in the context of the nation's life. Educators are the dominant elements or components that are most

instrumental in a process of education so that the quality of education is much influenced by the quality of the educator itself in carrying out its roles and duties in the community. Therefore, developing an educator's profession becomes an absolute provision for the process of advancing a nation, increasing the quality of educators will also encourage on improving the quality of education both in terms of process and outcomes.

Professional teacher success indicators can be seen from the quality of the process and learning outcomes of learners where it is already the responsibility of a teacher. In this regard, the professionalism level of the teacher can be marked from the degree of competency Mastery as teacher, both academically and its application in the context of providing services to the students who are the responsibility. Another indicator that can be used as the level of professionalism of teachers is the satisfaction of the learners who are the responsibility of which is reflected in the quality of the process and the learning outcomes of the learners.

Yusutria (2017) stated that teachers as professional educators have a good picture in the eyes of the community by being able to show the community that it deserves to serve as a role model by its surroundings, especially by the community Who will see the conduct and deeds of the teacher in their daily life. Therefore, the teacher should always do good deeds and attitudes so that the image captured by the surroundings will be good too. The professionalism of teachers becomes a global concern, because the teacher is not only responsible and serves as a provider of science and technology, but also able to form attitudes and souls that can survive and compete in the era Globalization.

Yunus (2016) suggests that as a professional, teachers are required to have a good competence to support the learning process. Teachers are required to have a competent competence in which there is pedagogic competence, personality competence, social competence, professional competence, and leadership competencies. The competence of the teacher affects each other so that a guru must be able to possess and develop these competencies where it can be used as a teacher himself to improve the quality as a teacher Professional.

It can be concluded that the professionalism of teachers is the quality that serves as the hallmark of the professional teacher itself where the implementation of the professionalism of teachers can be seen from his responsibilities as teachers, managers, and time planners Front for learners. The professionalism of teachers not only includes the mastery of science and technology but the professional work is also to be supported by the existence of the professional soul from within the teacher where with the attitude or behavior Ever-motivating mental manifestation as a professional teacher.

### III. METHOD

Research data is obtained from observations and interviews. Observation is done by observing the behavior of teachers in interacting with students and between teachers and school citizens. And the interview is done directly to the speaker, the deputy principal of the student field. Observation methods-interviews to observe and analyse the influence of personality and the teacher's

personal relationship to the performance and professionalism of teachers in the learning process at Shalahuddin High School. The data obtained in this research time is primary data. The meaning of primary data according to Husein (2004) is data from the first source either from the individual or individuals obtained from interviews or filling questionnaires that are commonly done by researchers. The primary Data obtained this time came from the interview with the deputy chief of the student Shalahuddin High School.

The methods used in this study were with observation/observation techniques and interviews. The explanation of the two techniques or methods is as follows. According to Sugiyono (2009) explaining what is meant by observation/observation is a data collection technique that has more specific characteristics when compared with other techniques. Observation is not limited to people, but also other natural objects. While the understanding of the interview itself according to Subagyo (2011) is an activity that aims to get information directly by asking questions to the respondents. The interview has a sense of dealing between the interview and the respondent, and the activities performed orally.

This observation was held in the office of SMA Shalahuddin, Malang City, East Java, Indonesia. The time of research to obtain the data of observations and interviews related to the influence of personality and the relationship between personal teachers to the performance and professionalism of teachers in the learning process was conducted on April 2019 with deputy chief of student Shalahuddin as a respondent.

### IV. RESULTS

The results of the study after conducting interviews and observations at Shalahuddin Malang High School are as follows, that the personality that should be possessed by a teacher or educator is having high moral standards in this case must be ethical and ethical, for example a teacher or educator must be polite when speaking to everyone, a teacher or educator must have courtesy and courtesy in relationships and in an institution a teacher or educator must maintain his courtesy and courtesy. In an institution a teacher or educator is not only alone because of the nature of man himself as a social creature therefore a teacher or educator must be able to interact with others while still paying attention to the politeness aspects of compensation.

According to the deputy head of student affairs at Shalahuddin Malang High School teachers or educators must have morals that are adjusted to Islamic principles, Shalahuddin Malang High School is an Islamic school that upholds Islamic principles as teaching material and practice in daily activities at school. A small example implemented by schools is with 3S (*senyum, sapa, salam*) from this can foster a conducive atmosphere both between teachers and between students.

Another example to foster a good personality is that every time at 12.00 pm all follow the midday prayer except for those who are unable, and carry out Ramadan fasting before the feast except for those who are unable, those who are unable to respect must not show if they are not fasting. These small things are none other than done to create a good personality for the teacher or educator. Teachers who have good personalities will be gentle and polite in

speaking words, not easily ignited emotions (can control emotions) and have good language or vocabulary and are clear, always telling the truth in accordance with facts and data.

The personality that should be possessed by the teacher or educator at Shalahuddin High School is of course directly a good personality, in the sense of wanting to learn for the good and practice it. If you have a bad personality, you are willing to try to change so that it provides a good example for the environment and especially students. In this case, according to Shalahuddin Malang High School, it is not only students who need to be fostered but teachers or educators also need to be fostered because they come from different backgrounds. Teachers who have good personalities will also form good personalities for students. Because until now, the teacher or educator still has a role as a 'public figure' for his students. The personality that should not be owned by a teacher or educator is an arrogance person, an immoral person in this case a person who has no ethics and does not obey the rules. Overall a teacher or educator may not have a personality that can harm themselves and others. Teachers or educators at Shalahuddin High School in responding to differences between teachers or educators is to create tolerance and mutual respect. The thing that can be done is by speaking good words and as smooth as possible, not saying sarcasm so that it offends others. According to the vice versa, the teacher or educator student at Shalahuddin High School must respect but remain in one corridor because of the limitations in these variations.

Harmonious personal relationships between teachers or educators should be created by teachers or educators in a school. The way that can be done is to develop positive values and discard and bury negative values. This is done to foster a healthy soul. With a healthy soul it will also create a healthy person so that it can create a healthy environment as well. The problem that often occurs in personal relationships between teachers or educators is a problem of misunderstanding and easily offended between teachers or educators, this happens because the teacher or educator is often taken is the negative side of both verbal and oral (communication). Between teachers not yet understand each other and are often prejudiced against each other. Of course this must be avoided because it can lead to the emergence of bad qualities in the personal soul of the teacher or educator such as envy and envy. The way that can be done if there is a problem or misunderstanding in a personal relationship between teachers or educators is to remind each other between peers (between teachers or educators), maintain teacher or educator communication, and always foster positive thoughts in each individual. teachers or educators should always remember the nature of humans as social beings so that at any time they need other people in their activities.

If there is a personal relationship between the teacher or educator that is not good enough so that it can have an influence on the performance of the teacher or educator then the counseling process will be carried out. teachers or educators will be approached so they want to tell what problems are disturbing their performance. And if there are personal problems between teachers or educators, a mediation process will be conducted to find a middle

ground or a solution to the problems they face. In essence, above any personal problems teachers or educators may not enter into the realm of their work so that it can harm schools and students in particular. A teacher or educator must be able to be professional. In this case the professionalism of the teacher or educator is supported, as a teacher or educator must be able to put themselves where they are.

The most important thing if there is a problem must be solved first. In increasing the professionalism of teachers or educators in teaching even though the teacher or educator is to be able to know their position, can separate where personal affairs and work matters, personal affairs should not be brought up to be able to disrupt the learning process. teachers or educators like that are not exemplary, of course, so far, a teacher or educator can understand this. A teacher or educator must be virtuous. In Shalahuddin High School itself, if there are teachers or educators who have gone too far to be able to distinguish personal matters so that it harms the learning process, they will get a warning, which initially can verbally change to SP. Therefore, teachers or educators are always immediately aware that what they are doing can affect themselves and others must immediately be changed for the better. In addition, in increasing the professionalism of teachers or educators Shalahuddin High School held workshops, seminars, competitions. In addition to increasing the professionalism of teachers or educators from these activities can strengthen relations between teachers or educators because of meeting and socializing.

From research with Shalahuddin High School students, it can be concluded that there is clearly an influence on the personality and interpersonal relationships of teachers on teacher performance and professionalism in the learning process. But even so, this is a challenge for a teacher or educator who must remain professional and be able to distinguish personal affairs from work matters. A teacher or educator must remain professional and excellent in providing learning for students in the classroom. Learning in the classroom must run smoothly and conducive regardless of the problem that is being owned by the teacher or educator.

## V. DISCUSSION

Yahya (2014) said that the teacher is an educator who is required to be able to change the morals and behavior of his students. From this statement the position of a teacher is still a 'public figure' which is required to set a good example so that it can change the morale and behavior of students. Pranada (2015) said that in essence teachers or educators are public figures for the community and role models for their students, who in the Javanese term are called "guru (teachers)" from words: "digugu" and "ditiru". Teachers or educators must have a good personality. A good personality is a very important thing to have by a teacher or educator. Etymologically according to KKBI (1994) explain that the term personality is derived from the English "personality" and also there is what it calls "individuality".

Personality comes from the word "personal", which is human as an individual, then gets a prefix to the suffix and end-ness, so it becomes a personality that is the human condition as an individual and the overall nature of the

character. Pervin & Cervone (2005) said that personality is a characteristic of a person that can cause consistency of feelings, thoughts, and behavior of the individual. Sujanto (2009) also explains that the personality here is a vizard or mask. The vizard or mask here is a cover face used by stage performers to describe the personality, character and behavior of a person. This is done because every individual or person has special characteristics in showing good and bad personality. From the explanation above it can be concluded that personality is an inherent personality of each individual, personality is a special characteristic that is used as a differentiator between individuals.

A teacher or educator basically besides being an individual being they are at the same time becoming social beings. The understanding of social beings is that it is impossible for them to live alone and need it in their daily activities. That social beings are creatures that are interconnected with one another and cannot find themselves free from living together. UPI PLSBT lecture guide (2007) explains that social beings are creatures whose lives can never be separated from other human influences. According to his nature, humans will not be able to live as humans if they do not live in the midst of other humans, humans will always want to know the surrounding environment. In humans arises the urge to relate and interact with other humans. There is a social need to live in groups with other humans. Likewise, in the world of education, a teacher or student must interact with other people in this case with other teachers or educators so that it is necessary to create a situation and a good atmosphere between the personal teacher or educator.

As a teacher or educator who has a good personality, he can be a good social creature too. A teacher must create a conducive atmosphere between educators. Teachers must have a good relationship with other teachers in accordance with professional ethics. Even though educators deal directly with students, educators will still need support and assistance from other educators so they can carry out their duties properly. If there is not a good relationship between the teacher or educator, much or little can affect the course of the work of an educator. A teacher must understand the professional competencies held by the teacher. Hamalik (2002) said that every professional teacher must fulfill the requirements as a responsible human being in the field of education. Responsible In this case in carrying out his work as a teacher who bequeathed values and norms to students. Within the scope of personal relationships between teacher or educator, a teacher must be able to place himself. If the teacher experiences problems with other educators, the teacher must immediately resolve the problem so that it does not interfere with his work in the learning process.

As social beings who need and interact with others, often teachers or educators experience misunderstandings with other educators. Misunderstandings often occur due to miscommunication between teachers. According to Onong (2005) communication is the process of delivering messages conveyed by the communicator to the communicant through the media so as to cause certain effects from it. In this case communication is considered very important, teachers are required to have good communication competencies to avoid misunderstandings when conveying something. Communication must at least

contain the same meaning between the two parties involved because often problems between teachers are caused by misunderstandings that cause offense. That offense results in ongoing problems. As a good person, a teacher must always have a positive mind towards others. Because of the positive thoughts that the teacher will have a healthy soul and not easily prejudice.

Teachers who act as instructors in class often cannot control emotions when the teacher has a problem. Teachers who act as class managers according to Usman (1995) should be able to manage classrooms as a learning environment which is an aspect of the school environment that needs to be organized. The teacher as the class manager must be able to create a conducive atmosphere in the learning process regardless of the problems he has. The teacher must maintain professionalism in teaching.

## VI. CONCLUSIONS

Teachers or educators are individual beings and social beings. As a social creature there is an urge within him to relate (interaction) with other humans, because it is human nature needs support and assistance from other humans. On the other hand, a teacher or educator is also an individual creature that is so sensitive that it often occurs in contact with other humans. Therefore, often a personal problem between teachers or educators is feeling offended to others whether due to wrong words or wrong delivery. To overcome this a teacher must have a good personality. A good personality is very important to have by a teacher or educator. A good personality will be the capital of a teacher or educator to interact and connect with other humans. If the teacher or educator has a good personality then his relationship with other humans will always be good because the teacher or educator can put his position in the right situation and place.

Obviously there is an influence between the personality and interpersonal relationships of teachers on performance and professionalism in the learning process, because little or many teachers or educators who are having problems will affect the task he is doing. Of course, this is a challenge and a reminder for teachers or educators that they must be able to distinguish between personal affairs and work matters, this is where the professionalism of the teacher or educator is emphasized. It is proper for teachers or educators not to sacrifice their students because they are not focused in teaching due to having problems that may be due to deteriorating personal relationships between teachers or educators. Because the teacher is one of the keys to the success of students in achieving their achievements and ideals thanks to the learning provided, the teacher or educator is required to always be professional and excellent in providing learning both inside and outside the classroom. Teachers are required to be able to create a pleasant learning atmosphere and remain conducive for students so that they are able to receive learning very well. Of course it starts from the teacher's personal first, when pursuing the teacher or educator must always be professional and focus only on learning.

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