

Teacher Personality, Interpersonal Relationships, Performance, and Professionalism in the Learning Process: A Qualitative Study

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Abstract: Teacher is an educator who is required to be able to change the morals and behavior of students, because the position of the teacher as a public figure is used as an example for students. 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 teacher's person. Teachers who have good personalities will also have good and harmonious relationships between teachers and other humans.

Keywords: teacher, personality, professionalism, teacher interpersonal relationships

1. INTRODUCTION

The teacher or educator is one component that has a big share in the learning success of students in school. Teachers or educators have a very important role in realizing the ideals and goals of life of students optimally, of course by helping the development of students. A teacher who is active in the world of education must have a good personality as an educator [1]. Because the demands of being an educator are actually felt heavier than other professions. The teacher is someone who must be able to be digested and imitated by students.

The meaning of "*digugu*" is that everything that is conveyed by the teacher is always believed and believed to be the truth by all students. All knowledge that is conveyed and comes from the teacher will be made as a truth which according to them does not need to be proven again. Whereas the meaning of being imitated is to be a role model for all students, a teacher must be a role model who can provide a commendable example both in terms of thinking and how to convey something and how to behave daily [2]. That is why teachers have a very big role and share in the implementation of learning for students.

Teachers are professional educators who have the main task of educating, teaching and directing their students to achieve their life goals and ideals. Professional teachers should be able to carry out their responsibilities as teachers [3]. Teachers must be able to full fill their duties

and responsibilities in teaching and provide a praiseworthy example to their participants in a professional manner. A professional teacher must have a good personality. Because in principle the teacher is a noble and commendable profession, a good personality must always be formed in the teacher's person. A good personality becomes a capital for teachers to carry out their duties and obligations to become educators for their students.

A good personality is very important for a teacher or educator. The most important factor of a teacher is how his personality is, from this good personality that determines the teacher to be a good educator, coach, and guide for students, or whether the teacher will be a destroyer or harlot of the students' future [4]. A teacher is not only required to be able and capable of interpreting learning, in this case carrying out the teacher's duties in the form of teaching and learning activities, but the most important thing is how a teacher must be able and able to make the teaching and learning process a place for the formation of personality competencies and good behavior of students.

In addition, teachers who have good personalities will also have good and harmonious relationships between teachers and other humans. Teachers who have a good personality are aware of their position as individual and social beings who need help and others but still respect others. If the teacher can create a harmonious relationship with each other, a harmonious school environment will also be created. The learning process and teacher

performance will be optimal and prime if the teacher can have a good relationship between teachers. Even though the teacher is dealing directly with students, it is necessary to know that a teacher needs another teacher to help and support his or her assignment to be more optimal.

Teachers are also required to always be professional. Able to distinguish and sort out which ones are related to personal and work matters. As a teacher whose main task is to provide learning for students, they are required to be as professional as possible so that the results achieved by students will also be maximized. A teacher should not be provoked by personal problems that can affect his focus on teaching [5]. A teacher is asked to be able to solve the problems he has and not to confuse school matters so that students can become victims of their personal problems. Teachers who have a core role and as key players in learning should always be able and able to set an example and become a guide for students to become better personalities and quality individuals.

2. METHOD

This type of research is qualitative. The research location is the Senior High School (Sekolah Menengah Atas / SMA) of Salahuddin Malang, East Java, Indonesia. This research was conducted in 2019. The data collection technique used observation and interview methods. Observation is a data collection technique that has more specific characteristics when compared to other techniques [6]. Observation is not limited to people, but also other natural objects. Interviewing is an activity that aims to obtain information directly by asking questions to respondents [7].

Interviews have the meaning of face to face between interviews with informants and activities carried out orally. The research informant was the Deputy Principal of Student Affairs. The analysis of this research used the following steps: (1) information gathering through direct interviews and observations; (2) reduction is used to select which information is appropriate and which is not in accordance with the problem under study; (3) presentation, after selecting the information, it can be presented in the form of an explanatory description; and (4) the final stage is drawing conclusions [8].

3. RESULTS

The personality that should be possessed by a teacher is noble. Teachers in this case must be ethical and have ethics. For example, a teacher must be polite and polite when talking to everyone. A teacher must be polite and courteous in relationships and in an institution. A teacher must maintain his manners and manners. In an institution, a teacher is not alone, because of the nature of humans as social beings. Therefore, a teacher must be able to interact with others while still paying attention to the aspects of politeness. Teachers must have morals that are

adjusted to Islamic principles, because schools are Islamic schools that uphold Islamic principles as teaching material and practice in daily activities at school.

Small examples of what schools do are smile, greetings, and greetings. From this it can foster a conducive atmosphere. Other examples to develop a good personality are: (1) every 12.00 all of them attend the *dhuhur* prayer in congregation, except for those who are unable to; and (2) fasting Ramadan before the holidays, except for those who are unable to do so. These little things are done to create a good personality for the teacher. Teachers who have a good personality will be gentle and polite in speaking, not easily ignited by emotions (can control emotions), and have good and clear language or vocabulary, always speak the truth according to the facts and data.

The personality that the teacher should have is, of course, a good personality, in the sense that he is willing to learn for good and practice it. If you have a bad personality, then the teacher is willing to try to change, so that it provides a good example for the environment and especially students. In this case, it is not only students who need to be nurtured, but teachers also need to be nurtured. Teachers who have a good personality will form a good personality for the students as well. Because teachers have a role as role models for their students. The personality that a teacher should not have is arrogance. An immoral person in this case is a person who does not have ethics and does not obey the rules.

Overall, a teacher should not have a personality that can harm himself and others. The teacher in addressing differences is to create tolerance and mutual respect. The thing that can be done is to speak kind words and be as smooth as possible, not to say sarcasm that offends other people. Every teacher must respect each other, but still in the corridor, because of the various limitations. A harmonious personal teacher relationship should be created by the teachers in a school. The way this can be done is by developing positive values and removing and burying negative values. This is done to foster a healthy soul.

With a healthy spirit, it will also create a healthy personality, so that it can create a healthy environment too. Problems that often occur in personal relationships between teachers are problems of misunderstanding and irritability. This happens because teachers often take the negative side, either from oral or verbal (communication). Teachers have not been able to understand each other and often have prejudice against each other. Of course, this must be avoided, because it can result in the appearance of bad qualities in the personal soul of the teacher such as jealousy and envy. The way that can be done if there is a problem or misunderstanding in the personal relationship of the teacher is to remind each other between colleagues, maintain teacher communication, and always foster positive thoughts on each individual.

If there is a poor personal relationship with the teacher, which can have an influence on the teacher's performance, a counselling process will be carried out. In

this way, the teacher will want to tell you what problems are disturbing their performance. And if there is a teacher's personal problem, a mediation process will be carried out to find a middle way or a solution to the problems they face. In essence, any teacher's personal problems should not enter the realm of work, so that it can harm schools and students in particular. A teacher must be able to be professional. Based on the viewpoint of professionalism, a teacher must be able to place themselves where they are. The most important thing if there is a problem, it must be resolved first.

Teachers in increasing professionalism, must be able to know their position, be able to separate personal and work matters, personal matters should not be taken so that they can interfere with the learning process. Such a teacher is not exemplary, a teacher can understand that. A teacher must have noble character. If there are teachers who have gone too far who cannot distinguish personal matters, thus detrimental to the learning process, they will get a warning, which initially can be orally turned into a warning letter. Therefore, teachers must always be aware of what they are doing that can affect themselves and others and must be changed for the better.

In addition, in improving teacher professionalism, schools hold workshops, seminars and competitions. In addition to increasing teacher professionalism, these activities can strengthen teacher relationships because they meet and have questions. The challenge for a teacher is to remain professional and be able to distinguish personal matters from work matters. A teacher 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 problems the teacher is having.

4. DISCUSSION

The teacher is an educator who is required to be able to change the morals and behaviour of their students [9]. The position of a teacher as a role model who is obliged to set a good example, so that it can change the morale and behavior of the students. Teachers are public figures for society and role models for their students [10]. The teacher must have a good personality. A good personality is very important for a teacher or educator. Etymologically, the term personality comes from English "personality" and there is also a mention of "individuality". Personality comes from the word "person", namely man as an individual, so that it becomes a personality, namely the state of man as an individual and all the traits that constitute his character.

Personality is a characteristic of a person that can lead to consistency in the feelings, thoughts and behavior of that individual [11]. Personality is a cover or mask [12]. A mask or mask is a face cover used by stage performers to describe a person's personality, character and behaviour. This is done because each individual or person has special

characteristics in showing good and bad personalities. From the above explanation, it can be concluded that personality is something that is inherent in the person of every individual, personality is a special characteristic that is used as a differentiator between individuals.

A teacher or educator in addition to being their individual being at the same time being a social being. The definition of a social being itself is a creature that is impossible to live alone and needs one another in carrying out daily activities. Social beings are creatures that are related to each other and cannot escape from living together. Social beings are creatures whose lives can never be separated from the influence of other humans. According to his nature, humans will not be able to live as humans if they do not live among other humans, they will always want to know their surroundings. In humans there is the urge to relate and interact with other humans [13].

There is a social need to live in groups with other humans. Likewise, in the world of education, a teacher must interact with other people in this case with other teachers so that it is necessary to create a good situation and atmosphere between the personal teachers. As a teacher or educator who has a good personality, he can be a good social being too. A teacher must create a conducive atmosphere between educators. Teachers must have good relationships with other teachers according to professional ethics. Even though educators face to face with students, these educators will still need support and assistance from other educators so that they can carry out their duties properly.

If there is no good relationship between teachers, it can affect the course of an educator's duties a lot or a little. A teacher must understand the professional competence possessed by the teacher. Every professional teacher must meet the requirements as a responsible human being in the field of education [14]. Responsible in this case in carrying out his job as a teacher who inherits the values and norms of his students. In the scope of personal relationships between teachers, a teacher must be able to place himself. If the teacher has problems with other educators, the teacher must immediately solve the problem so that it does not interfere with his duties in the learning process.

As social beings who need and interact with other people, teachers or educators often experience misunderstandings with other educators. Misunderstanding often occurs due to miscommunication between teachers. Communication is the process of delivering messages conveyed by communicators to communicants through the media so as to cause certain effects of this [15]. In this case, communication is considered very important, teachers are required to have good communication competence so that there are no 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. Offense is what causes ongoing problems. As a good person, a teacher

should always have positive thoughts towards others. Because it is from a positive mind that the teacher will have a healthy soul and will not be easily prejudiced.

The teacher who acts as a teacher in the class often cannot control emotions when the teacher has a problem. Teachers who act as class managers should be able to manage the class as a learning environment which is an aspect of the school environment that needs to be organized [16]. Teachers as class managers must be able to create a conducive atmosphere in the learning process regardless of the problems they have. Teachers must maintain professionalism in teaching.

5. CONCLUSION

Teachers or educators are individual beings and social creatures. As a social being, there is an internal urge to relate (interaction) with other humans, because by nature humans need support and assistance from other humans. On the other hand, a teacher or educator is also a sensitive individual, so that he often touches other humans. Therefore, often personal problems between teachers are feelings of offense towards others either because of wrong words or mispronunciation. To overcome this, a teacher must have a good personality. A good personality is very important for a teacher. A good personality will be a teacher's capital to interact and relate to other humans.

There are personality relationships, teacher interpersonal relationships, performance and professionalism in the learning process, because few or many teachers who are having problems will affect the task they are doing. Of course, this becomes a challenge and a reminder for teachers that they must be able to distinguish between personal and work matters, this is where the professionalism of the teacher is emphasized.

Teachers should not sacrifice their students because they do not focus on teaching due to problems that may be due to deteriorating personal relationships between teachers. Because the teacher is one of the keys to the success of students in achieving their achievements and aspirations thanks to the learning provided, the teacher is required to always be professional and prime in providing learning both inside and outside the classroom. Teachers are required to be able to create a pleasant and conducive learning atmosphere for students so that they are able to receive learning very well. Of course, it starts with the teacher's personality first, when pursuing a teacher, he must always be professional and focus only on learning.

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