



# Difficulties in Implementing Teaching for Educators of Government Officers with Work Agreements

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**Abstract.** This study set out to uncover the issues and challenges that working educator with work agreements faced. Quantitative research techniques gathering data on Palembang City's Educators United with Government Employees with Employment Agreements. The research sample in Palembang City consisted of 38 educators who had work agreements with government employees. Data were gathered using survey and documentation techniques. Government employees with employment agreements are obliged to complete a questionnaire with 48 questions from 6 indicators: teaching preparation, teaching process, teaching facilities and media, teaching strategies, teaching assessment, and remedial in teaching. The study's findings revealed that they had no issues and that they were government workers with work contracts that they had to uphold.

**Keywords:** Agreements · Government Employees · Obstacles and Challenges · Work

## 1 Introduction

Both government officials and independent contractors who work as educators must be able to overcome various learning difficulties and obstacles. Educational planning, educational planning methodologies, and other forms of educational planning are researched to increase professionalism as an effective and authentic educator. This is where competence as an educator is demonstrated. Especially for educators who are constrained by the Civil Service Union of Educators with a Work Agreement, this concept of good understanding helps the fulfillment of four professional skills of educators in the process of mentoring students, seeing the problems and challenges that are undoubtedly quite a lot.

This is consistent with the belief [1] the implementation of education in the field is led by educators, who also serve as learning process facilitators. Teachers are the ones who act as mentors for developing students [2]. Teachers are capable of responding positively to students during the teaching and learning process. At this time, it is crucial for teachers to possess the fundamentals (competence) in order for the teaching and

learning process to proceed as planned [3]. From the curriculum, facilities, and learning patterns to efforts on how pupils should learn properly and correctly in order to access their own knowledge and values of life, educators determine the direction and systematics of learning [4]. An educator must fulfill a number of standards because they are field officers in the education system who constantly contact with pupils directly as the main purpose of education.

Then according to [5] the term “educator” refers to a teacher who develops into a persona, a mentor, and a symbol for pupils and their surroundings. Must therefore adhere to a set of personal quality criteria, such as responsibility, authority, independence, and discipline. In addition, teachers are in charge of guiding and inspiring students so that they can recognize their own skills. [6] The demands, expectations, and requirements of expanding teacher education are being scrutinized, which has increased interest in the professional development of teacher educators.

Therefore, it’s crucial for educators to grow their knowledge, skills, and abilities in the same way that teachers do [7] many educators turn to social media spaces, such as Twitter, to navigate the transition to distant living and teaching. Hashtags serve as a space to meet the cognitive, social, and affective needs of educators [8]. The demands of educating the country’s children in the period of Society 0.5 present a task for every educator to overcome hurdles more successfully. Of course, there are numerous difficulties and challenges that result in high challenges and obstacles to be faced. Government personnel battle work agreements to continue a career in professional teaching as educators, who not only impart knowledge but also shape students’ character, which needs to be developed with complete responsibility.

The role of an educator is a single position at the level of formal education, even if it can only be done as a government employee with an employment agreement who performs tasks that are closely linked to those of a public educator. Depending on [9] Government Personnel Government Personnel PPPK is an employee who is assigned for a specific amount of time to perform government activities under the Employment Agreement in the ASN Law. Or, to put it another way, PPPK is a non-permanent worker. Additionally, a citizen of Indonesia who satisfies the conditions of ASN’s definition of PPPK is appointed based on a work agreement for a specific period of time in order to perform official tasks [10].

Furthermore, according to [11] a functional official’s (JFT) primary responsibility is to provide public services, and PPPK is the invention of fresh concepts and bureaucratic innovation. Additionally, as per [12] The ASN Law requires PPPK, a professional employee with shown competence, in order to advance ASN professionalism in the management of government affairs.

The main point of his study is that educators from diverse domains of expertise cannot equally cover what is taught by educators due to the limitations and challenges described. Education, financial systems, information systems, how to educate, analyze, and overcome education are the six dimensions of perceived hurdles and challenges. High School and Vocational High School are present in the city of Palembang, which is the focus of the study. Whether or whether the present education system in Indonesia is effective will be greatly impacted by the different issues listed above. To be consistent with [13] an obstruction is anything that makes it difficult, disruptive, or irregular to

accomplish the intended purpose. This includes things like people, things, activities, and situations.

The process of removing barriers entails several processes, including those for error avoidance, clarification, explanation, and correction [14]. A condition or learning process known as barriers is characterized by challenges in meeting learning objectives [15]. Barriers are impediments that make it more difficult to concentrate on learning. Students are expected to be able to catch up due of these challenges so that the teacher can choose the appropriate learning technique [16]. Then based on [17] Barriers are situations that could prevent implementation from proceeding smoothly and without interruption. Afterward, based on [18] is an attempt to weaken and obstruct it in a non-conceptual way that exists and originates from inside oneself. In addition to the obstacles possessed by an educator, namely challenges, according to [19] Although more research is needed to determine whether better parent-teacher communication about children's learning and development leads to more frequent home learning activities during preschool, the results of this study suggest that efforts to improve parent-teacher communication in these domains may benefit kids' learning.

According to [20] educators' reactions to implementation difficulties. To guarantee that policies are accepted and carried out as intended, adjust policies to meet these demands in schools and incorporate local educators as equal partners in crafting policies. Teachers may feel more inspired to establish classroom policies if they are involved and ensure that basic requirements are satisfied initially.

The problem as it is defined by the research is how a government employee with a work agreement is able to overcome obstacles and challenges when performing their obligations as a teacher. The purpose of the study is to determine the challenges and obstacles that educators who are government employees with work agreements encounter when carrying out their responsibilities as teachers or educators. This is in line with [21] I discovered that Act 10 reduced the average test scores on state standardized exams by about 20% of the standard deviation, taking advantage of the plausible exogenous variation in the exposure time of Act 10 due to differences in the expiration dates of prior collective bargaining agreements across school districts.

For teachers in New South Wales, Australia's public school system, fixed term contracts are a relatively new but expanding type of employment. The job experience was fundamentally different, nevertheless, with many in the interim group feeling that they had to put in more effort than full-time instructors in order to "prove" themselves to school administrators [22]. Teachers play a crucial part in helping students and schools grow. Since their primary responsibility is to educate, teach, direct, train, assess, and evaluate students, the quality of teachers is crucial [23]. Teachers frequently use illustrations to help young students better understand the principles they are being taught [24]. Consequently, based on [25] Teaching is the control and management of the learning environment by educators, lecturers, instructors, or widyaiswara to promote student/student learning activities. Afterward, based on [26] to give students opportunities for the teaching and learning process to occur in accordance with the goals that have been defined, educators must make conscious efforts to teach. Additionally, as per [27] Educators, according to this theory, organize or manage the environment as effectively as they can and connect it to students in order to facilitate learning.

The contributions of this study are as follows: 1) It inspired participants to continue the study if they were interested in doing so. 2) act as a foundation for taking into account schools and related institutions when creating policy. 3) offering the Government Employee Unity Educator with Work-Based Learning some guidance so they can advance their knowledge and professionalism and be more equipped to handle the changes in Indonesia's educational system. You may employ a qualified instructor until the conclusion of tomorrow's business day. 4) The Government and the Education Office, this research can be known as an evaluation material for appointing a Government Employee Bersatu Educator with a long-standing employment arrangement.

Keep up with the latest research [28] Teaching is often described as the practice of imparting knowledge, transferring culture, directing learning, and supporting students in navigating daily life. Learning can be seen as a collaborative process between teachers and students that makes use of all the potential that exists both inside and outside of the individual students, including their interests, talents, and fundamental skills like learning styles [29]. The goal of teaching is to stimulate, direct, motivate, and inspire students to learn [30]. It will be very helpful for: 1. Recommendations and guidelines for writing lesson plans. 2. Advice and resources for educators 3. Evaluating the degree of teaching success. 4. Aiding students in their learning, and 5. Communication tools [31].

## 2 Method

This study's methodology was quantitative and based on quantitative research techniques. 38 educators from 13 public and private high schools or vocational high schools in the city of Palembang who are employed by the government and have work agreements make up the research sample. Documentation and questionnaires were employed as the data collection methods in this study.

Data processing is done by; 1) Measure responses to questions by assigning a value to each response, a score of 4 indicates no difficulty, a score of 3 indicates a moderate level of difficulty, a score of 2 indicates a difficulty, and a score of 1 indicates a very high level of difficulty. 2) Calculate the difficulty level for each category of answers included in each factor. 3) Calculate the score in percentage form. Based on the methodology used for data analysis, the percentage of [32] Researchers Using Value Intervals 10% - 50% = Medium, 50% - 75% = High, and 75% - 100% = Very High. 0% - 25% = Low.

## 3 Results and Discussion

In the city of Palembang, this study was done in 13 schools, 13 of which were high schools or vocational high schools. 38 educators who are employed by the government and have work agreements were given the research sample. Documentation and questionnaire methods are employed to obtain data. A questionnaire with 48 questions was sent to educators who are members of Government Employees Unity with the Work Agreement. In this study, numerous students and the researchers themselves visited Government Employees Unity Educators with Employment Agreements to ask them to complete a questionnaire. The questionnaire was gathered for one month, from August 13 to September 13 2022.

Based on the answers to a survey of 38 educators who were government employees with work agreements, this questionnaire had 48 questions. The questionnaire, which was designed with 48 questions and alternate responses pertaining to 38 Pendidikan Bersatus Government Employees with Work Permits, was not validated or rehabilitated as a result of this. Pay attention to the indicators of instruction, including instruction planning, instruction procedures, instruction methods, instruction assessments, and instruction corrections, to increase your frequency of instruction. Preparation scored 84.21% (high category), Process scored 88.16% (very high category), Facilities and Media scored 75, 66% (very high category), Method scored 84, 21%, Evaluation scored 84.21%, and Remedial scored 81, 58% (very high category). Conclusions, as well as the mean of these.

The findings of the six indicators related to teaching preparation, teaching process, teaching facilities and media, teaching techniques, teaching evaluation, and teaching remedial are as follows (Table 1).

Based on the responses of 38 respondents to questions about teaching preparation, it was reported that there were no difficulties, by 21 respondents with a percentage of 55.26%, that it was quite difficult, by 10 respondents with a percentage of 19.74%, that it was difficult, by 7 respondents with a percentage of 9.21 percent, and that there were no very difficult responses. As a result, the average respondent's response for teaching preparation questions was 84.21%.

According to the findings of the study, [33] According to the teacher, just 47.14% of students need to be prepared for class, while the remaining 52.86% believe that preparation is not as important as it should be. When discussing the advantages and roles of internal beekeeping planning in the learning process with teachers, there is often disagreement because teacher education articles are of poor quality and there isn't enough time. Results of additional studies [34] the teaching and learning process in the classroom using software has various steps that a teacher must complete before beginning. According to this study, there is a correlation between the outcomes and how well religious teachers at MT Negeri II Surabaya are prepared for their teaching and learning processes. The effectiveness of the teaching and learning process is impacted by the impact of religious teachers' didactic training, which is a strong category.

Additionally, according to 38 respondents' statements about the teaching process, 15 respondents said there was no difficulty, with a percentage of 39.47%; 18 respondents said it was quite difficult, with a percentage of 35.53%; and 5 respondents said there were difficulties, with a percentage of 13.26.6% for very difficult responses did not exist. As a result, the average respondent's response for teaching preparation statements was 88.16%.

This is consistent with the findings of the study [35] demonstrates how teachers' understanding of the teaching and learning processes used in the classroom has an impact on how motivated students are to learn. Additional research findings [36] The study's findings show that Tasikmalaya City State Senior High School's economics teachers perform exceptionally well in terms of student learning outcomes, learning effectiveness, teacher competence, and teaching commitment, and that there is a correlation between these factors and student achievement. Additionally, the efficacy of the learning process

Table 1. Results from Respondents

Number	Indicator	Frequency					Percentage (%)				
		No Difficulty	Moderate Difficulty	Difficulty	Very Difficult	Total	No Difficulty	Moderate Difficulty	Difficulty	Very Difficult	Total
1	Preparation for teaching	21	10	7	0	38	55,26	19,74	9,21	0	84,21
2	Teaching Process	15	18	5	0	38	39,47	35,53	13,16	0	88,16
3	Facilities and Media for Teaching	14	11	13	0	38	36,84	21,71	17,11	0	75,66
4	Teaching Approach	18	16	4	0	38	47,37	31,58	5,26	0	84,21
5	Testing of Teachers	19	14	5	0	38	50	27,63	6,58	0	84,21
6	Educating in Remedial	16	16	6	0	38	42,11	31,58	7,89	0	81,58
<b>Average Percentage</b>							<b>83,01 Very High</b>				

has an indirect impact on student learning outcomes via the expertise of the instructor and teacher engagement activities.

The average respondent's response for teaching preparation statements is 75.66%, which is in the very high category. The 38 respondents' statements about teaching facilities and media indicated that they had no difficulty, with 14 people reporting a percentage of 36.84%, stating that it was quite difficult, with 11 people reporting a percentage of 21.71%, while those who stated difficulties were 13 people with a percentage of 17.11%.

This is consistent with the findings of the study [37] at State Junior High School 7 Makassar's educational facilities are well-used since the instructor occasionally turns the school garden into a classroom, depending on the lesson's objectives. Upon success, the instructor instructs the instructor on the procedure pertaining to the media to be employed. Based on the data presented in the accompanying materials it is necessary to approach student discipline from a different angle in the classroom and while using educational materials. Maintenance is seeing savings in terms of checks, preventive, minor and major maintenance, and routine maintenance. Results of additional studies [38] the information above demonstrates that SMK Alhuda Turalak's PAI students' willingness to learn is influenced by the standard of the school's resources and facilities. The relationship between variables X and Y is central, which indicates that it is the most important relationship. While this is going on, 59.5% of pupils' preferences are affected by others.

The responses from the respondent's statement, which included 38 people, revealed that 18 people said there was no difficulty, with a percentage of 47.37%; 16 people said it was quite difficult, with a percentage of 31.58%; and 4 people said there were difficulties, with a percentage of 5.26%, indicating that very difficult responses were nonexistent. As a result, the average respondent's response for teaching preparation statements was 84.21%.

This is in line with the research results [39] despite the lack of interesting information, interactive courses are more successful and interesting for students. However, students will not be able to learn the material if the technique is not interesting even though the material is adequate. An intelligent teacher can manage his role as a parent and teacher as well as guide students in the classroom. Further research results [40] Since social studies have a significant impact on students', families', and communities' social lives, effective teaching methods are crucial in general studies classes. This is especially true when it comes to social problems.

The responses from 38 respondents regarding the evaluation of teaching revealed that 19 responded that there was no difficulty, with a percentage of 50%; 14 responded that it was quite difficult, with a percentage of 27.63%; and 5 responded that it was difficult, with a percentage of 6. Therefore, the average response for the teaching preparation statements was 84.21%.

This is consistent with the findings of the study [41] the findings of this study can be applied as guidelines for enhancing online education, particularly in Indonesian Language Studies and Literature Studies in the upcoming semester and online learning generally. Results of additional studies [42] the study's dosage, to, to, and volition ratings show la or o replies, according to the results. Lekgo is the tolerable element. Education,

culture, and teacher assessment. Of course, there are world-class boxers available in the news stream for pitchers for sale.

According to 38 respondents' statements about remedial teaching, there were 16 respondents who said it was not difficult, with a percentage of 42.11%; 16 respondents said it was quite difficult, with a percentage of 31.58%; and 6 respondents said it was difficult, with a percentage of 7.89%. Since there were no respondents who said it was very difficult, the average respondent's response for teaching preparation statements was 81.58%, which is in the very high category.

This is consistent with the findings of the investigation [43] The first technique of statistical relationship man of goa mo this method requires, with a  $r_h > r_t$  price of  $0.511 > 0.334$  so that the correlation coefficient  $x$  to  $y$  is accepted ( $4.031 > 2.029$ ), then the contribution to the benefits should be  $H_a =$ , it can be concluded that "There is a positive and significant relationship between learning short VII students of SMP Negeri 2 Rantau Selatan and learning logic". Results of additional studies [44] The findings of this study suggest that teachers identify pupils by looking at their math test results in order to detect learning challenges during planning. By reviewing the pupils' work, the teacher can identify the problematic area. The teacher is unable to identify what is causing the kids' learning problems. The creation of remedial questions is the planning challenge.

In the very high category, the average proportion of respondents' responses about teaching preparation, teaching process, teaching facilities and media, teaching techniques, teaching assessment, and teaching remedial is 83.01%.

This is consistent with the findings of the study [45] had little trouble answering the question on the difficulties and challenges of becoming an honorary teacher, receiving a score of 50.66%. [46] In contrast, instructional aims complicate the design process; some university-level gaming projects avoid this complication. There is a need for individuals with understanding of pedagogical content and knowledge of game development because these projects attempt to justify the instructional nature of their games by implying untested remote transfer. The GBL field can advance by having more game workers with this dual competency [47]. By advancing human knowledge and educating the next generation, teaching has a significant impact on our society. According to the learning styles of their students, a skilled teacher would choose the right teaching resources, influence the right methods, and set up focused tests.

## 4 Conclusion

The study's findings indicate that government employees with work agreements face the greatest obstacles and challenges when carrying out their duties as educators, or when they do not encounter any issues with teaching preparation, processes, facilities, media, methods, evaluation, or remedial instruction. The study advises instructors to maximize the usage of interactive learning media because certain students may have constraints when it comes to using learning resources, which may help students become more motivated to learn.



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