



# LACK OF TEACHER PROFESSIONALITY

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## ABSTRACT

We all may have encountered some teachers who were less professional in teaching during our school days. Teachers who are less responsible for their profession, or with teachers who teach bring their life problems to school so that teaching and learning activities become disrupted. Things like that shouldn't really happen, but because of a lack of professionalism, in the end students just have to accept what is in learning activities. Efforts to develop teacher professional abilities are a part that must be considered, so that the learning process is of higher quality, by increasing teacher abilities, both in mastering knowledge (cognitive), skills, and attitudes. The improvement of teachers in giving lessons allows them to get a better quality of service and has a positive impact on the students they are responsible for. For example, the teacher's ability or skills to manage the learning process or teaching and learning interactions with students. In order for teachers to carry out their duties properly, a number of competencies are needed that must be possessed by a teacher. Teacher and lecturer book number 14 of 2005, competency dimensions that must be possessed by the teaching profession. So a professional teacher is a teacher who realizes that he is a person who is called upon to accompany students in learning. So that teachers continuously need to develop their knowledge about how students should learn. The embodiment, if there is a failure in the student, the teacher is called upon to find the cause of the contract and find a solution with the student.

**Keywords:** School, ability, Professional Teacher

## 1. INTRODUCTION

Education is an effort to advance and apply character (character, inner strength), mind and body of children in harmony with nature and society [1]. From this, education can improve quality human resources and have good character in each individual [2]. From this, it is necessary to have a good education system to improve the quality and quality of education so that quality human resources can be achieved [3].

To improve the quality of education in Indonesia and the professionalism of teachers, there are many problems and a policy must be made that is in accordance with the required needs [4]. Less professionalism of teachers in learning. We all may have encountered some teachers who were less professional in teaching during our school days [5]. Teachers who are less responsible for their profession, or with teachers who teach bring their life problems to school so that teaching and learning activities become disrupted. Things like that shouldn't really happen, but because of a lack of professionalism, in the end students just have to accept it as it is in learning activities. Efforts to develop teacher professional abilities are a part that must be considered, so that the learning process is of higher quality, by increasing teacher

abilities, both in mastering knowledge (cognitive), skills, and attitudes [6]. The improvement of teachers in giving lessons allows them to get a better quality of service and has a positive impact on the students they are responsible for. For example, the teacher's ability or skills to manage the learning process or teaching and learning interactions with students [7].

In order for teachers to carry out their duties properly, a number of competencies are needed that must be possessed by a teacher [8]. Law on teachers and lecturers number 14 of 2005, where teachers and lecturers in paragraph 10 1 states that "Teacher competence as intended in Article 8 Pedagogical competence, personality competence, social competence and professional competence obtained through professional education.

In the education system problems arise both small problems and big problems. Small problems arise in the education system, including problems with curriculum, education, educational administration and so on. Meanwhile, this big problem comes from the universal education system, including the problem of unequal distribution of education, low quality of education, learning efficiency, relevance and so on.

With the problems that exist in Indonesia, teachers are considered as one of the sources of educational problems in Indonesia, so this will be related to the quality and quality of education. Quality education depends on the condition of educators who have quality, namely professional educators, dignified, prosperous and highly dedicated. In this case, the quality of teachers has a big influence on educational development and also other educational components, therefore improving the quality of teachers must be carried out nationally so that it can be used as a good program to improve teacher competency and professionalism, through teacher certification, competency tests, training and teacher performance assessment.

There are several efforts made to encourage educators including;

(1) Competency Development for Educators, an educator who has pedagogical, personality, social and professional competence. Educator competency has a contribution to ensuring quality processes in institutions at all levels of education, and

(2) improving the institutionalization of teaching staff and educational staff in producing more competitive educators. Forms of educational institutions include associations, cooperatives, MGMP and so on. The main elements of education are teachers, students, and systems

education. In addition, the Teacher Professional Education Program or what is commonly called (PPG) is an educational program held to prepare and improve competence, so that they have talent and interest in becoming teachers and can master teacher competencies. This teacher education program is aimed at undergraduate education graduates and non-educational S1/D IV graduates who have the talent and interest in becoming teachers in order to master teacher competence.

The PPG program is an effort made by the government to produce professional teachers through the Teacher Professional Education (PPG) program, so that they have competence and are able to be competitive. This program is also one of the programs held by the Ministry of Education and Culture to improve teacher competence so that they can be competitive so that the quality of education in Indonesia is guaranteed and human resources are increased.

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### ***3.3. Characteristics of professional teachers***

The professional characteristics of a teacher or educational staff are as follows:

Results of content analysis of journal articles regarding teacher professionalism

To become a professional teacher/teacher, you must meet certain requirements. In order for a profession to become a profession, there are certain conditions that must be met. The basic requirements for a profession are: Full employment, science, application of science, professional training facilities, professional behavior, professional standards and professional ethics [9].

Teacher professionalism is the condition, direction, values, goals, quality of education, and teaching authority over expertise and life's work. Professional teachers need to acquire four skills: education, skills and personality [10].

A professional teacher must also acquire the ability of his educational obligations. That is, expertise. To do this, a professional teacher needs to know and apply two points. That is, the basics of education and editing of educational programs [11].

There are characteristics of expert teachers, some of which must be owned by educators: First, teachers must fulfill core competencies and competencies as educators. Second, teachers must be able to build peers, develop themselves, and improve skills after times the level of change. Third, a teacher should be able to care for the social soul [12].

Becoming an expert means that teachers need to have solid, mature, wise, noble, and authoritative personality skills [13].

From the articles above, it is obtained: teacher professionalism is an idea or opinion, and also the professional nature of teachers in relation to professional norms. which has an important meaning, namely:

1. Professionalism guarantees protection for the welfare of the general public.
2. Professionalism is a way to improve the educational profession.
3. Professionalism can provide improvement and self-development which enables teachers to provide the best possible service and maximize their competence.

### ***3.4. Duties and responsibilities of professional teachers***

In general, the role of the teacher as a profession has three roles, namely educating, teaching, and training. Education means continuing and increasing the ideals of life.

Teaching means continuous and growing knowledge. Education means improving students' life skills. There are duties and responsibilities of a trainer/teacher that cannot be replaced by robots. Based on the teacher concept above, the teacher has an obligation to teach, educate and train students to become intellectually and ethically qualified human beings.

### ***3.5. Problems and Efforts of Educators***

Problems/problems come from the English word "problem" which means problem. The problem itself is a problem that needs to be solved. In other words, the problem is the gap between reality and something that is expected to produce satisfactory results. In the Big Indonesian Dictionary, a problem means a problem that cannot be solved. Therefore, a problem is a failure or problem that cannot be resolved, which hinders the achievement of goals and is not optimal.

As for some of the problems that occur in teaching staff in the learning process, so that it can affect the quality of students in increasing competence. Therefore, professional teaching staff are needed, so that the output in learning is achieved optimally.

Analysis of the problems of teaching staff

Low Human Development Index (HDI), limited facilities and infrastructure, national education [1].

Incompatibility, lack of qualifications, work ethic, and the link between academic qualifications and majors to minimize teachers' rights [14].

Problems with educator competency and poor quality of student learning processes and outcomes [7].

The quality of teachers is not good, and government policies are not implemented [15].

Teachers are still less capable in using learning media [9].

From several articles above, the problems of teaching staff cannot be separated from the lack of adequate facilities and infrastructure, so that this can affect the competence of students. And also the problems of educators arise from academic qualifications which will affect the professionalism of teaching staff, therefore, academic qualifications must be in accordance with applicable laws. So this can influence the learning process and also the ability to use learning media. Therefore, problems arise regarding the professionalism of teaching staff.

### ***3.6. Efforts in Handling Problematics***

Efforts to overcome educational problems include conducting classroom behavior research, developing educators' skills through classroom research, carrying out continuous professional development of educators and subject teachers, Strengthening Conferences (MGMP), motivating educators to take educational courses, accreditation programs, workshops, Implementation of primary supervision, holding school meetings, quality learning, improving learning, utilizing technical knowledge, updating learning approaches, implementing behavioral research in the classroom, effective learning styles, increasing understanding of communication.

Human resource training and development must be properly planned and implemented to improve the quality of existing talent. This can have significant implications for a teacher's performance in improving the quality of continuing education. Compensation for educators and educational staff must really be considered for the future performance of educational staff. Career development of educators and staff by providing appropriate information and promoting the career development of these educators and staff.

## **2. CONCLUSION**

Teacher professionalism is a concept, school or point of view as well as the professional qualities of a teacher in relation to professional principles. The problems of teaching staff cannot be separated from the lack of adequate facilities and infrastructure, so that this can affect the competence of students. The efforts include

conducting classroom action research, improving the skills of educators through classroom research, and carrying out continuous professional development of educators and subject teachers, attending strengthening conferences, attending teacher motivation education courses, accreditation programs, attending seminars, and so on, are examples of efforts that can be taken to address educational challenges.

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