

TEACHERS UNDERSTANDING OF FOUR TEACHERS COMPETENCES AS A PROFESSIONAL

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Abstract : Teachers Understanding Of Four Teachers Competences As A Professional. Teachers understanding of four teachers competences as a professional. This article aims to give a clear picture of the teacher as a professional position. Teacher as a professional position means that the teaching profession is not an easy profession in which a teacher is required to have the expertise, skills, ability in the field of education even they should be obtained through education and special training which are relatively long. Government by UU RI No. 14 Tahun 2005 has formulated four competences which must be owned by a professional teacher namely: pedagogical competence, personal competence, professional competence and social competence. In addition, this article also aims to know the extent to which teachers' understanding of the four teachers' competences based on UU RI No. 14 Tahun 2005. Based on the results of the research, it is found that the average value of teachers to be sampled is 65, it indicates that some of the teachers lack an understanding of the four competences.

Keywords:Teacher, Professional, Competence

Abstrak : Guru Memahami Empat Kompetensi Sebagai Seorang Profesional. Pemahaman guru terhadap empat kompetensi guru sebagai jabatan profesional. Artikel ini bertujuan untuk memberikan gambaran yang jelas mengenai guru sebagai jabatan profesional. Guru sebagai jabatan profesional berarti bahwa profesi guru bukanlah sebuah profesi yang mudah dimana seorang guru dituntut untuk memiliki keahlian, kecakapan, keterampilan di bidang pendidikan yang bahkan harus diperoleh melalui pendidikan dan latihan khusus yang relatif lama. Pemerintah berdasarkan UU RI No. 14 Tahun 2005 telah merumuskan empat kompetensi yang harus dimiliki oleh seorang guru yang profesional yaitu: kompetensi pedagogik, kompetensi kepribadian, kompetensi profesional, dan kompetensi sosial. Selain itu, artikel ini juga bertujuan untuk mengetahui sejauh mana pemahaman guru terhadap empat kompetensi guru berdasarkan UU RI NO. 14 Tahun 2005. Berdasarkan penelitian yang dilakukan didapatkan hasil nilai rata-rata guru yang menjadi sampel adalah 65, hal ini menunjukkan bahwa sebagian guru kurang memahami empat kompetensi tersebut.

Kata Kunci: Guru, Profesional, Kompetensi

INTRODUCTION

Being a teacher is not easy as imagined by some people. But in reality, some thought that by mastering the material and having

the ability to convey it to the students is enough to become a teacher. With two such capabilities are not yet sufficient as a basis for determining a person as a professional teacher, as a

professional teacher should have a variety of skills, special abilities, attitudes in loving his/her job, own and maintain the code of teachers ethics, and so forth. Teachers are people who have the expertise, skills, and abilities as Ki Hajar Dewantara philosophy: "Tut Wuri Handayani, Ing Ngarso Sung Tulodo, Ing Madya Mangun Karsa." This philosophical confirms that it is not enough just to master the learning material, but the teacher must be able to protect the learners, be an example or role model and always pushing for better and advanced. Professional teachers must have the attitude to always develop themselves, knowledge, deepen their expertise, diligent in reading literature without feeling loss buying books or instructional media related to the knowledge that they do (Wau, 2016).

Moreover, regarding to the national policy, the government of the Republic of Indonesia based on UU RI No. 14 Tahun 2005 has formulated four competences that must be owned by a professional teacher namely: pedagogical competence, personal competence, professional competence and social competence. It is also likely to be understood by the public and especially for the teachers.

Thus, through the discussion in this article is expected that the readers know that the teacher is a professional position and change the perspective or mindset of the teaching profession that has been considered that anyone can be a

teacher just by mastering the material but actually there are other competences that must be owned by a teacher. Additionally, this article will explore the extent to which teachers' understanding of the four professional teachers' competences.

METHODS

The type of this research is descriptive. Descriptive is a study trying to describe a phenomenon, event that occurs now. The purpose of using this method is to make a systematic description, factual, and accurate about the facts and the nature of the population or a particular area.

The study lasted from November 10, 2016 - December 6, 2016 by analyzing the literatures and studies of the teacher as a professional position from several sources and 8 teachers from several schools around Medan.

The data collection technique used in this research is the study of literature, these sources include the students' handbook, the draft of legislations, scientific writings, and papers related to the discussion. In addition, data was also collected through the test (5 multiple choice questions) to the teachers.

Data will be analyzed by descriptive qualitative with the average formula

$$\frac{\text{Total of the score}}{\text{The number of teachers}}$$

DISCUSSION

Four Teachers Competences as a Professional Position based on UU RI No. 14 Tahun 2005. In UU RI No. 14 Tahun 2005 about teachers and lecturers in Chapter I of Article 1 stated that *competence is a set of knowledge, skills, and behaviors that must be owned, lived, and ruled by a teacher or lecturer in performing the duties of professionalism*. From that sense it is understood that a job that is professional requires some science field that intentionally to be learned and then applied to the public interest. Professional job requires specialized capabilities and expertise in carrying out his/her profession. Teacher as a professional job also requires special skills and abilities in performing their duties which is commonly called the competence of teachers. Teacher competency in the form of a set of knowledge, skills, and behaviors that must be owned, lived, and ruled by a teacher to be able to perform the duties of professionalism. With the mastery of the competences it is expected to realize the national education goals.

In UU RI No. 14 Tahun 2005 about Teachers and Lecturers said that competency includes pedagogical competence, personality, social, and professional. Furthermore, in the explanation of this law states that pedagogical competence is the ability to manage the learning of the students, personal competence is the ability of a stable personality, noble,

wise, and authoritative and become role models for students. Further, it is stated that the professional competence of teachers is the ability of mastering the subject matter broad and deep, while social competence means the ability of teachers to communicate and interact effectively and efficiently with the students, fellow teachers, parents / guardians of students, and surrounding communities. The four competences could theoretically be separated from each other. However, in practice it is not possible to separate the four competences. All four are intertwined in an integrated manner within a teacher.

Pedagogical competence is a set of abilities and skills that are associated with the learning interaction between teachers and students in the classroom. This pedagogical competence includes the ability of teachers to explain the material, carry out the method of learning, ask questions, answer questions, manage the classroom, and conduct evaluations.

Personality Competence is a set of abilities and personal characteristics that reflects the reality of the attitudes and behavior of teachers in performing their tasks in daily life-day. Personality competence creates the characteristics of teachers, namely, patient, calm, responsible, democratic, sincere, intelligent, respectful of others, stable, friendly, assertive, bold, creative, initiative, and so on.

Professional competence is a set of abilities and skills for mastery of the subject matter in depth, complete, and comprehensive. Teachers who have professional competence is not enough just to have a formal mastery of the material, but also must have the ability to other materials that have relevance to the subjects.

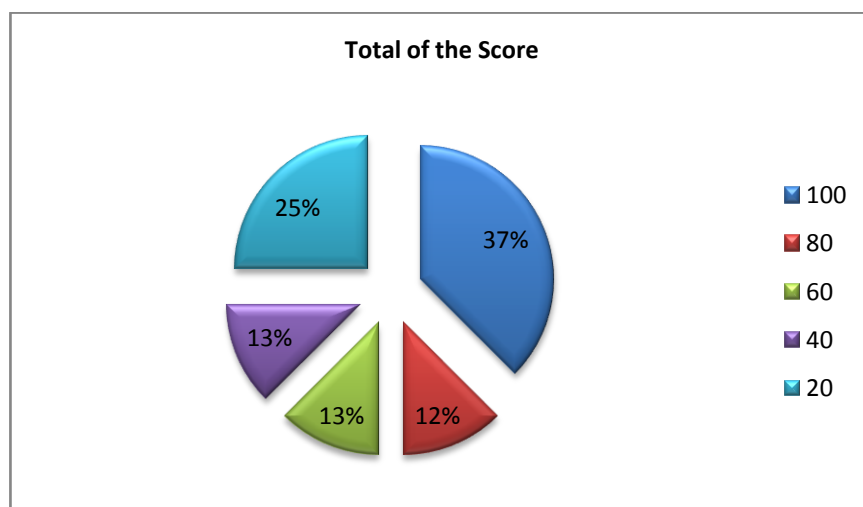
Social competence is a set of capabilities and skills related to the relationship or interaction with others. This means that teachers must have the skills required to interact with the community, especially in

identifying, analyzing, and resolving the problems of society. In reality, teachers remain the elite figure of people who are considered to have a large enough moral authority. One of the consequences that the role remains inherent in the teacher is a teacher must have the ability to relate and communicate with others.

Teachers Understanding of Four Teachers Competences as a Professional Position based on UU RI No. 14 Tahun 2005. The analysis of multiple choice questions given to the teachers 8 (samples).

Questions	True (person)	False (person)
1. Below that is included in four professional competences of teachers according to UU RI is ...	6	2
2. Four professional competences of teachers are on ...	3	5
3. Competence relating to the ability of teachers in the mastery of the subject matter broadly and deeply is ...	4	4
4. Competence relating to the ability of teachers to manage the learning of the learners is ...	5	3
5. Competence relating to the ability of teachers steady, noble, wise, and authoritative and become role models for students is ...	8	-

The analysis of teachers' scores on multiple choice questions given.



Score	Total (person)	Total of the score
100	3	300
80	1	80
60	1	60
40	1	40
20	2	40

$$\begin{aligned} \text{Mean} &= \frac{\text{Total of the score}}{\text{The number of teachers}} \\ &= \frac{520}{8} = 65 \end{aligned}$$

20GURU.pdf (accessed on November 10, 2016)

CONCLUSION

Teacher is a professional position where the duties of a teacher must meet the competences that have been set by the government, especially those listed in UU RI No. 14 Tahun 2005 Article 10, paragraph 1, which includes pedagogical competence, personal competence, social competence, and professional competence. Based on the research it is found that the average value of eight teachers who become the sample of the research is 65, it indicates that a lack of understanding of the four teachers competences.

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