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Relationship Between Performance and Commitment Teaching Honorer Economics Teachers

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Abstrak. Penelitian ini bertujuan untuk mengetahui hasil Analisis Komitmen Mengajar Guru Honor Mata Pelajaran Ekonomi di SMA Titian Teras H. Abdurrahman Sayoeti Jambi, Menganalisis Komitmen Mengajar Guru Honor Mata Pelajaran Ekonomi di SMA Titian Teras H. Abdurrahman Sayoeti Jambi. Komitmen mengajar guru harus di perhatikan saat terjadinya proses belajar mengajar secara daring ataupun secara tatap muka langsung. Salah satu cara untuk melihat komitmen atau tidak seorang guru di suatu sekolah bisa dilhat dari kompensasi yang diberikan oleh pihak sekolah, bisa dilihat dari kinerja yang dilakukan, dan bahkan bisa dilihat dari kehadiran guru saat mengajar. Perlunya peningkatan komitmen mengajar guru disekolah untuk melihat perkembangan siswa dan untuk melihat kemampuan siswa saat belajar. Jenis penelitian ini adalah penelitian deskriptif kualitatif. Informan dalam penelitian ini seluruh guru honor yang mengajar Ekonomi di SMA Titian Teras yang berjumlah 2 orang. Pengumpulan data dilakukan melalui Observasi, Wawancara, dan Dokumentasi. Berdasarkan hasil penelitian yang dilakukan oleh peneliti kepada guru honor mata pelajaran ekonomi di SMA Negeri Titian Teras H. Abdurrahman Sayoeti Jambi dapat dikatakan komitmen karena dilihat dari kenerjanya sehari-hari, guru honor mata pelajaran ekonomi sebaiknya dapat meningkatkan lagi komitmen mengaajarnya.

Kata kunci : Kinerja Guru; Komitmen Mengaja; Guru Ekonomi Honorer

Abstract. *This study aims to determine the results of the analysis of the teaching commitment of honorary teachers in economics at Titian Teras H. Abdurrahman Sayoeti Jambi, to analyze the teaching commitment of honorary teachers in economics at Titian Teras H. Abdurrahman Sayoeti Jambi high school. The teacher's teaching commitment must be considered when the teaching and learning process occurs online or face-to-face. One way to see whether a teacher is committed or not in a school can be seen from the compensation provided by the school, it can be seen from the performance made, and it can even be seen from the teacher's presence when teaching. It is necessary to increase the teaching commitment of teachers in schools to see student progress and to see students' abilities while learning. This type of research is descriptive qualitative research. The informants in this study were all honorary teachers who teach Economics at Titian Teras High School, totaling 2 people. Data collection is done through Observation, Interview, and Documentation. Based on the results of research conducted by researchers on honorary teachers in economics at SMA Negeri Titian Teras H. Abdurrahman Sayoeti Jambi, it can be said that they are committed because seen from their daily work, honorary teachers in economics subjects should be able to increase their teaching commitment.*

Keywords: *Teacher Performance; Teaching Commitment; Honorary Economics Teacher*

PRELIMINARY

Education is an institution that has the role and task of teaching, educating, guiding and improving student behavior. In general, schools create and provide the widest opportunity for each student to develop himself as optimally as possible according to his potential and according to the readiness of each student. Learning is a process of interaction between students and educators in order to produce new behavior changes or the result of behavioral adaptation to the learner's environment that is equipped with materials, facilities, and procedures to achieve learning objectives. Learning objectives can be said to be achieved if they have gone through the learning process, both during teaching meetings in class or using learning media/tools. Teaching and learning itself is a process that causes changes in student behavior both in terms of knowledge, attitudes, and psychomotor. The teaching and learning process is an interaction between the components of learning so as to achieve a teaching and learning situation that allows the achievement of the planned goals.

The teacher is the most important learning component because success in each lesson is determined by the teacher. The success of a teacher in the teaching and learning process is determined by the teacher's commitment to the learning process carried out. Teachers educate students in order to produce intelligent and moral human beings in need of quality education and to make it happen it requires teachers who have a high commitment to achieving these qualities. Teachers who have a commitment will try optimally so that the material being taught is in accordance with the level of understanding of students. According to the Law of the Republic of Indonesia No. 14 of 2005 concerning teachers: "Teachers are professional educators with the main task of educating, teaching, guiding, directing, training, assessing and evaluating students at the early age, basic education, secondary education". In Law No. 14 of 2005 explained that: "Teachers have a position as

professionals at the level of early childhood education, basic education, and secondary education, in the formal education path that is appointed in accordance with statutory regulations. (Article 2 of RI Law No. 14:2005).

Arifin (1978) in Muhibbin (2014) defines teaching as a series of activities to deliver learning materials to students so that they can receive, respond to, master, and develop the learning materials. According to Pratiwi (2019: 43) Commitment is someone who has the desire to make agreements with himself and others as evidenced by attitudes and actions so that the desired goals are achieved. Commitment is not only a matter of whether or not someone is loyal to the work he is doing, but can balance the overall needs of himself and the needs of the school to achieve the planned goals. Educators who have a high teaching commitment will tend to pay more attention to the future of the school and can be professional in carrying out their work. Professional teachers are more responsible for the education of their students to guide and foster students both individually and classically, within the school environment or outside of school.

In Fitri Ariani, according to Allen and Meyer (Penggabean, 2004: 135) defines commitment as a concept that has three dimensions (Forms) namely effective commitment, continued commitment, and normative commitment. Affective commitment is the degree to which an employee is emotionally attached, knows, and is involved in the organization. Continuance commitment is an assessment of the costs associated with leaving the organization. Normative commitment refers to the degree to which a person is psychologically bound to become an employee of an organization based on feelings such as loyalty, warmth, thought, pride, pleasure, happiness, and so on.

According to Pratiwi (2019:2) Commitment is a work attitude or belief which is a reflection of the relative strength of partiality and individual involvement in an organization. A person's commitment will make him willing to work hard and give energy and time for a job or activity. Commitment is also a condition in which the individual has bound his actions to beliefs that strongly support his own activities and involvement. One of the factors that affect the commitment or not of a teacher in his daily work is salary. Everyone who earns a high salary, his life will achieve prosperity. A person will be committed to his work if the welfare of his life is achieved. Conversely, people who do not get welfare and feel deprived of the salary they get from their work will work without passion or can be said to be uncommitted.

According to Ariani (2009:3), a teacher's teaching commitment is not only seen from the teacher's ability and knowledge of teachers in developing and providing good learning to students, but also must be seen by the government by providing appropriate and proper salaries for working teachers. . If the government has paid attention to the appropriateness of the salary given to teachers, then there will be no more teachers who do not come during class hours because they are looking for additional jobs outside. The average salary of honorary teachers in Indonesia does not guarantee welfare and does not guarantee a decent life. There are many honorary teachers in Indonesia who are also working in other places as a sideline in addition to their work as educators in a school. Not only that, there are also many honorary teachers who carry out odd jobs in more than one place and some even work odd jobs not in the field of education such as working in the business sector. This is because every educator wants a decent life with their family.

Based on initial observations made at SMAN Titian Teras H.Abdurrahman Sayoeti Jambi is a boarding high school which was founded on July 14, 1994. The number of honorary teachers who teach economics subjects is 2 people. The salary received by honorary teachers every month is relatively smaller when compared to civil servant teachers (PNS). Honorary teachers receive salaries depending on how many hours of teaching each month, the salary received by honorary teachers is also lower than the Jambi city's minimum wage in 2022, which is IDR 2,649,034. SMAN Titian Teras H. Abdurrahman Sayoeti Jambi should also adjust the salaries of teachers to the minimum wage because the minimum wage is the lowest standard for companies or organizations to pay employees.

Based on the observations, the researchers found that the salaries of teachers were paid Rp. 25,000,- per teaching hour, the average teaching hours for one month was about 15-35 hours for each honorary teacher. So an honorary teacher at the school is paid from Rp. 375,000 to Rp. 875,000. Therefore, the honorary teacher at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi has additional teaching hours at night and teaches students tutoring.

As the researchers found that to see the commitment or not of honorary teachers, it was not seen from the compensation they received, it was also seen from attendance when teaching in class. Judging from the list of attendance of honorary teachers in economics in 2022 that meets attendance standards, honorary teachers in economics have never been absent during teaching hours, except for permission due to fulfilling official duties or college assignments for the honorary teacher. Commitment to teaching honorary teachers is not seen from their presence alone, it can also be seen from the performance of honorary teachers in economics.

METHODS

The research used in this study is a qualitative research using a qualitative descriptive approach. Qualitative descriptive approach is a way of collecting

data that contains words and not numbers because by the application of this qualitative model in addition to all that is collected, it may be the key to what has been researched. According to Moleong (2009: 6), qualitative research is research that intends to understand the phenomenon of what is experienced by the research subject, for example behavior, perception, motivation, action, etc., holistically, and by way of description in the form of words. and language, in a particular natural context and by utilizing various natural methods. In this study, researchers conducted research on 2 honorary teachers of economics at Titian Teras H. Abdurrahman Sayoeti Public High School Jambi. The type of research used in this research is qualitative research. According to Khairinal (2018: 2), qualitative research is research that is based on the quality of sentences by describing and or describing in words clearly and in detail about the research phenomenon as it is about the size of the good or bad value of the concept of a sentence from the units of words used. express a thought and feeling whose content is preaching to state something news that is conveyed exactly as the phenomenon that occurs is not added and not reduced by the storyline or the meaning of the quality of the writing.

RESULT

This study uses a descriptive qualitative approach in which it describes and clarifies the commitment to teaching honorary teachers in Economics at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi. This study uses the presentation of data in the form of observations, interviews, and documentation. In explaining the results of this study, the researchers present data in accordance with the formulation of the problem in this study, namely How is the commitment to teaching honorary teachers in economics at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi. In this study, the researchers analyzed data from interviews with honorary teachers in economics with respondents Mrs. X and Mrs. Y. Mrs. X has been teaching at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi since October 2015. With the aim of teaching at SMAN Titian Teras to apply knowledge knowledge that has been learned on campus and in previous schools. Became an honorary teacher at SMAN Titian Teras because he was accepted according to his educational background and the salary or compensation given was higher than other high schools. And public schools are also directly connected to the central government.

Meanwhile, Mrs. Y has been teaching at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi for about 10 years. With the aim of teaching at SMAN Titian Teras is to apply and develop the knowledge that has been obtained. It has been done to achieve this goal, namely by following all the rules that have been set at school and continuing to learn from seniors to deal with students with various characters. As well as preparing themselves with knowledge and knowledge so that students are not bored to study because at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi is a boarding school that is different from high schools outside. At the time of applying to become a teacher at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi in 2010 the status of the school was still private. At that time, he had already become a teacher at SMAN 5 Jambi City. With the aim of being able to participate in certification because at that time the certification had to be from a private school.

Being a teacher is the noblest job to educate students at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi. In addition to teaching, Ibu X, an honorary teacher at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi, also has another job, namely online-based Dikuebber by making economic accounting questions for teachers' needs and will be conveyed to students in exams or taking daily grades. The side work is not routinely done every day, depending on the needs of educators. With other jobs besides being an honorary teacher, you must manage your time very well, the picture is from 07.00 WIB to 16.00 WIB teaching activities, then from 17.00 WIB to 21.00 WIB you can only do accounting questions in the kuebber.

One thing that must be paid attention to is to always be committed to the work being carried out for honorary teachers, one of which is the compensation given by the organization/school where they teach, the results of research that researchers have done related to compensation provided by the organization/school where teaching is very in accordance with the work being done. carried out during the teaching and learning process of honorary teachers themselves. The amount of compensation given to honorary teachers varies, because it is adjusted to the number of teaching hours of each teacher in the class, the honorary teacher of economics is given by the school 19 hours of teaching per week, so it can be concluded that every month the honorary teacher of economics teaches 76 hours. every month plus a BKM picket.

The compensation system at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi usually does not receive an honorarium in January but in March only the honorarium comes out, the honorarium is issued in January and February, March is paid in April and so on, April is paid in May, that's how the honorarium at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi was paid. SMAN Titian Teras H. Abdurrahman Sayoeti Jambi also has an additional study schedule at night which is usually called clinical aiming to provide facilities for children to understand further material. And in clinical (learning) at night, all tutors are involved in their learning, the compensation given if studying at night is not the same as teaching during the day can be said to be higher than teaching during the day. The night study was not forced for the tutors. for those who can

carry it out, it is not a necessity. so it has been scheduled for each tutor to get a minimum of 2 nights. But if there is a tutor who is unable or unable to attend the night clinic, the tutor will find a replacement so that the class is not empty.

To find out the commitment or not of the honorary teacher of economics at SMAN Titan Teras H. Abdurrahman Sayoeti Jambi seen from the attendance when teaching in class, from the results of interviews that have been carried out, the honorary teacher of economics is always present in class every time there is a lesson according to the teaching schedule that has been determined, unless there are other things such as a meeting or not feeling well or sick and even then there must be permission to the picket teacher and wakakur (Vice Curriculum Head). Before entering the class to teach at the beginning of the first year teaching at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi, an honorary teacher in economics, reading books is a must to better understand the lessons being taught and to adapt to the lesson plans that we will use that day, so that learning readiness is more focused on lesson plans as a teaching guide. But after one year of teaching, he no longer reads books except for references to economic problems he is currently facing. When entering class, books are always brought to remind them if someone forgets while teaching. Before entering class, we must understand what we are going to teach so that the material does not deviate from the guidelines in the lesson plans. Teaching is guided by the lesson plans that we have designed at the beginning of the school year.

RPP is something that every teacher must have for guidance when teaching in class, the honorary teacher of economic education at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi is not always in accordance with the RPP owned by honorary teachers but depends on the conditions in the class, the majority are in accordance with the RPP. Before entering quickly, each teacher prepares the RPP first or looks back at the RPP that has been made. The honorary teacher at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi always evaluates every empty teaching hour, evaluating what has been taught in class to find out what needs to be improved from what has been taught previously.

In the teaching and learning process the teacher must observe why students do not focus in class, or why students are less attentive to the material being taught and why daily test scores are still below the minimum completeness criteria. With these problems, we change the pattern of learning so that students are more focused, not bored and more interested in taking lessons, and provide encouragement and motivation so that students study harder so that their daily test scores reach or even above the minimum completeness criteria. The evaluation process that is applied is in the form of tests and non-tests whose purpose is to determine the level of achievement of the students in the learning activities that have been delivered, the tests carried out are usually written tests, if the non-tests are to evaluate behavior such as the attitudes of students in class. or social interactions with fellow friends such as interactions carried out during discussions.

While teaching at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi, of course, there were certainly many challenges or problems encountered while teaching, some teaching problems that were difficult to overcome were usually handled alone and some problems were discussed with the homeroom teacher and wakakur. To find a solution to the problem, so that the problem is solved by being known by the homeroom teacher and wakakur as the person in charge of the KBM process. From the results of interviews that have been carried out with the honorary teacher of economics at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi, it was stated that the commitment was seen from the performance of the honorary teacher such as always being present every teaching hour in class, being able to solve problems when teaching in class, the compensation given was also is in accordance with the performance of honorary teachers. Of course, every work carried out has its own obstacles, such as at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi, when the teaching and learning process occurs in the classroom.

CONCLUSION

From the results of research that has been carried out together with honorary teachers in economics at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi, it is stated that the commitment to teaching honorary teachers can be said to be good seen from the performance of honorary teachers every day, such as honorary teachers who teach economics at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi is always present at every teaching hour in class even though there are many obstacles and difficulties when teaching, such as the current situation it is required for online schooling from each student's home, the obstacle obtained is that there are some students who cannot enter school due to a difficult network , the teaching system will change from face-to-face learning. However, the honorary teacher of economics at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi can solve problems that arise during the teaching and learning process in class or online learning, while the compensation given to honorary teachers can also be said to be in accordance with the performance of the honorary teacher. Of course, every work carried out has its own obstacles, such as at SMAN Titian Teras H. Abdurrahman Sayoeti Jambi, when the teaching and learning process occurs in class or online.

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