

# Teachers Professionalism And The Challenge Of Education In A Global Era

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**Abstract.** The professional Attitude of a teacher is very necessary in the face of education in this global era. The task of the teacher is not only teaching, but also educate, nurture, guide and shape the personality of the student. Mistakes teachers in understanding the profession will result in the shifting of the teacher function slowly. The relationship between teachers and students who need each other turns into a relationship of mutually indifferent, not blissful and boring. Professionalism of teachers is determined by behavior, will and capabilities on condition that Prime. Professionalisation should be viewed as a continuous process, so that the attitude and professional teachers actually formed in this process, pre-service education, educational upgrading, including in his coaching from professional organizations and the workplace, the society against the profession of teacher training, enforcement of the code of ethics of the profession, certification, improved quality of prospective teachers, rewards, etc collectively determine a person including professional development of teachers. This article presents an attempt discussion space for educators, prospective educators, and related parties in order to better understand, implement, and develop attitudes and behavior in the world of education through good example in mind, speech, and action.

**Keywords:** Professional, Teacher, Education, Global Era

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## I. INTRODUCTION

The teacher is someone who is so respected as it has a very big role against the success of learning at school. The teacher was very instrumental in helping the development of the learner to realize his lifetime goal of optimally. When parents register her child to school, at that time also hope parents against teachers, so that his son can develop optimally (Mulyasa, 2005:10).

Interest, talent, ability, and potential learners will not be developed optimally without the help of the teacher. In this regard the teacher need to pay attention to the students individually. The task of the teacher is not only teaching, but also educate, nurture, guide, and shape the personality of the students in order to prepare and develop the human resources (HR).

Education is closely coupled with globalization. In the era of globalization, leading to Indonesia must reform in education, namely by creating a more comprehensive education system and flexible, so that graduates can function effectively

in the life of a democratic global community. Therefore, education should be designed in such a way that allows the student to develop potential naturally and creatively in an atmosphere of freedom, togetherness and responsibility. In addition, education should be able to produce graduates who can understand, the people with all the factors that can support achieving success or barrier that caused a failure in the life of society. It is one of which is determined by the attitude of professionalism of a teacher.

The premise to start education global is an insightful information and knowledge about other parts of the world should develop our awareness that we will be able to understand better the circumstances of ourselves if we can understand the relationship towards other societies, global issues and the world of education that should be full of compassion, a place to learn about morals, manners precisely now is close to acts of violence and immoral. A world that is supposed to reflect the intellectual attitudes, manners, and uphold moral values, it has been smeared by a handful of

persons educators (teachers) who are not responsible. This is the reality of the world the message that teachers should immediately conduct evaluation into. It looks like, it's time to do straightening back up understanding in positioning the teaching profession.

Teacher mistakes in understanding the profession will result in the shift into function of the teacher slowly. This shift has led to the two parties that had been equally bring interest and salng needs, i.e. teachers and students, being no longer need each other. As a result the learning atmosphere was very aggravating, tedious, and far from blissful atmosphere. From this conflict for the sake of conflict to emerge so that the parties therein is easily frustrated then easily vent the nervousness in ways that are not true.

## II. DISCUSSION

Attitude is a picture of the personality of a person who is born through physical movement and the response of the mind to a State or an object. Berkowitz, in Azwar (2000:5) explains the attitude of a person on an object is the feeling or emotion, and the second factor is the reaction/response or a tendency to react. As a reaction then the attitude has always been associated with two alternatives, namely, happy (like) or not happy (dislike), and carry out or steer clear/avoid something. From the opinion it can be said that the attitude is trends, views, opinions or the establishment of a person to assess issues and an object or act according to his judgment by realizing positive and negative feelings in the face of an object.

Meanwhile, in a large Indonesian Language Dictionary (1989:702) explained that the professional is concerned with the profession and require special skills to run it. So that it can be interpreted that a teacher's professional ability or expertise is a must-have a teacher in running his profession as an educator or teacher.

### A. *Teacher Issues Surrounding*

In the world of education, the existence of the role and function of the teacher is one of the most significant factors. The teacher is the most important part in the process of teaching and learning, both in the formal and informal

education. Therefore, in any attempt to improve the quality of education in the country, cannot be released from various matters related to the existence of the teachers themselves.

Social cultural philosophy in education in Indonesia, have put the function and role of teachers so that teachers in Indonesia have been not uncommon in position to have a dual role even multi function. They demanded not only as an educator must be able to transform the values of science, but at the same time as the custodian of morals for protege. Not even uncommon, the teachers considered the second person, after parents protege in the process of education globally. In the social context of Javanese culture for example, said teachers often dikonotasikan as the length of the words "*digugu lan ditiru*" (being the main role model). Similarly, in the vocabulary of language Indonesia, known there is a proverb which says, "teacher Peeing standing, students ran piss." All the teacher's behavior is going to be a role model for his protégé. A noble position and simultaneously give the burden of its own psychological burden for teachers. So teachers prosecuted for professional in all aspects of community life.

Issues facing teachers in Indonesia are: (1) the issue of teacher quality, in Indonesia is still very little primary school teachers suitably scholars, so that the effect on the quality of the children his protégé. Moreover, coupled with the additional task of teachers piling up, cause in the process of teaching and learning is not the maximum stamina because teachers are degenerate, (2) the issue of the number of teachers who are still lacking. The number of teachers in Indonesia still felt less, when associated with a number of protégés. Therefore, the number of pupils per class with the number of teachers that are available today, felt still less proportional, so there is rarely one classroom is often in the content of more than 30 students.

A number that is far from ideal for a process of learning and teaching that are considered effective. Ideally, each class is filled no more than 15-20 students to ensure the quality of the teaching and learning process, (3) the maximum issue distribution of teachers. The problem of the distribution of teachers who are less prevalent, is a problem of its own in the world of education in

Indonesia. In remote areas, still we often hear of the existence of a shortage of teachers in the area, both for security reasons as well as other factors, such as the problem of welfare facilities and teachers were considered still much expected, (4) the issue of the welfare of teachers, has not become a public secret, that the level of well-being of our teachers very concern. Income teachers, is seen still far from sufficient, especially for those still AIDS or teacher status as honorary teacher. Such a condition, has stimulated some teachers to seek additional income, outside of their duty as faculty, including business school surroundings where they taught educators. A reasonable increase in welfare teacher, can improve the profesionalisme teachers, including can prevent the teachers doing business practices at the school.

#### *B. Teachers Profesional Demand*

As we know and feel together, that we have entered the 21st century, known as the global era, which had vast influence to life education sector was no exception. Said to be the global era because the knowledge and the professional will be a major cornerstone of all aspects of life, especially in the field of education, because education is the cornerstone of the staples of every aspect of life.

Global era is an era with the demands of a more complex and challenging. An era with certain specifications of very large its influence on the world of education and employment. The changes that occur in addition due to the rapid development of technology, it is also caused by the tremendous development in education, science, psychology, and the transformation of cultural values. Its impact is a change in the way of view of man against man, the way of looking towards education, changes in the role of parent/teacher/lecturer, as well as the change in the pattern of relations between them.

The decline of our education we have felt over the years. For the umpteenth time the curriculum accused as the cause. This is reflected by the existence of an effort change the curriculum began to be replaced with the 1975 curriculum curriculum 1984, later changed again with the 1994 curriculum and so on until the last we know KTSP curriculum. Nasanius (1998) revealed that the decline is not caused by the education

curriculum but by the lack of ability of teacher professional attitude and the reluctance of student learning.

Professionalism as supporting the smooth running of teachers in carrying out its work, strongly influenced by two major factors, namely the internal factors that include interest and talent and external factors, namely with regard to the environment, infrastructure, as well as the various exercises conducted teacher. The professionalism of teachers and educational personnel is still not adequate in terms of its primary fields of they knowledge. Indeed the number of educators quantitatively is already quite a lot, but the quality and professional a teacher yet in accordance with expectations. Many of them are not qualified and delivered the wrong material so they are not or less capable of presenting and organizing a truly educational quality. Many of the factors that causes less profesional teacher, so the Government is attempting that teachers who perform in the global era is a teacher who really professionals who are able to anticipate challenges in the world of education. In the face of education in the era of global experts say that this 21st century is the era of the global knowledge of all forms of transformation since it became a major cornerstone of all aspects of life.

According to Naisbit (1995) there are 10 big trend that will occur on the education in the 21st century, namely; (1) from the industrial society to the information society, (2) from a forced technologists to high-tech, (3) of the national economy into the world economy, (4) from short-term planning to long-term planning, (5) from centralized to decentralized, (6) of institutional assistance to help yourself, (7) from representative democracy to participatory democracy, (8) of the hierarchy to the hierarchies of networking, (9) from North to South, and (10) of the or/or to a selection of compounds.

Various implications of the above trend impacting the world of education that includes aspects of the curriculum, educational management, educational personnel, strategy and method of education. Next Naisbitt (1995) suggests there are 8 major tendencies in Asia which influenced the world namely; (1) from the nation State to the network, (2) from the demands of the export to the demands of consumers, (3)

from Western influences to the Asian way, Dick (4) of the Government to the demands of the market, (5) from the village to the metropolitan, (6) from labor-intensive to advanced technology, (7) from the dominance of men to the rise of women, (8) from West to East.

The eighth trend that will affect values in various aspects, patterns and lifestyle of the community either in the village or in the city. In turn all it will affect patterns of the preferred education with the demands of the trend. In a relationship with this professional attitude and a teacher in education is challenged to afford in order to prepare the human resources in the face of a challenge that trend without losing the values of personality and culture of his people.

Having regard to the opinion of the above Naisbitt, Surya (1998) reveals that education in Indonesia in the 21st century has the following characteristics: (1) national education has three basic functions are: (a) to the intellectual life of the nation, (b) to prepare skilled manpower and the necessary experts in the process of industrialization, (c) foster and develop mastery of various branches of science and technology expertise; (2) as an archipelago of different tribes, religions and languages, education not only as a knowledge transfer process, but has the function of preserving the life of the nation in an atmosphere of unity and national unity; (3) increasing with the increasing mobility of the population development, the results will affect the pattern of national education; (4) changes the characteristics of a good family of functions or structures, it will be a lot of demand will be the importance of the cooperation of a variety of environmental education and in family as the bottom line. Family values should remain preserved in a variety of environmental education; (5) the principle of lifelong learning should be the main runway in realizing education to offset the challenges of changing times; (6) the use of various science and technology innovation especially electronic media, Informatics, and communication in a variety of educational activities, (7) the provision of library and learning resources are indispensable support education efforts in education; (8) Publications and research in the field of education and other related fields, is a real need for education in a global era.

### *C. Developing an Attitude of Professional Teacher*

According to experts, the professionalism to emphasize mastery of science or management capabilities along with its implementation strategy. Professionalism is not just knowledge of technology and management but rather an attitude, develop professionalism more than a technician not only have high skills but has a behavior that is required.

Terms of the Indonesia teachers Professional is a must have; (1) a strong science base as the embodiment of technology on society and society science in the 21st century; (2) mastery of tactics of profession based on research and educational Praxis that is science education as praxis is not just mere concepts. Education is a process that occurs in the field, as well as scientific and educational research should be directed at Praxis community education Indonesia; (3) professional capability development sustainable, the teaching profession is a profession that is growing constantly and continuously between LPTK with practice education.

Stunt the teaching profession and education due to the disconnection of service programs pre-and in-service because a rigid bureaucratic considerations or management education is weak. With the requirements of professionalism these teachers, the need for a new paradigm to give birth to the Indonesia teachers professional profile in the 21st century which is the global era, namely; (1) have a mature personality and growing; (2) a strong mastery of science; (3) skills to awaken students to science and technology; and (4) professional development on an ongoing basis. The fourth aspect is a unified whole that cannot be detached and combined with other business who influenced the development of the profession of teacher professional. In terms of the professionalism of teacher on top of that is met will change the attitudes and the role of the teacher, who had become the guru of creative who is passive and dynamic. This is in line with the opinion of the Semiawan (1991) that eligibility for professional teachers will change the role of the teacher who originally as the orator verbalistis became the measured dynamic in creating an atmosphere and learning environment invitation learning environment. In order to realize the quality of education, teachers have a multi

function as facilitator, motivators, informant, communicators, transformer, change agent, innovator, counselors, evaluators, and administrators.

Professional development of a teacher of concern globally, because the teacher has the task and role is not just to provide information-information science and technology, but also shape the attitudes and the soul that is able to survive in the era of hyper competition. The task of the teacher is to help learners in order to be able to do the adaptation to the challenges of life as well as a growing insistence in her especially in the face of the global era.

Empowering learners this includes aspects of the personality of the intellectual aspects, especially the social, emotional, and skills. The noble task that became heavy because not only was the teacher must prepare the younger generations entering the global era, but rather must prepare so that still exist, both as individuals and as a professional.

Factors causes low attitude of professional teachers in the education of our national condition is not a Flash in the developed countries. Both the institution as well as its content still requires extra attention to Government or the public. In formal education, in addition to there kemajemukan participants, a fairly well established institutions, and a strong community trust, is also a place of merging superior seeds that are growing and need a good seeding. Good seeding job that is the job of a teacher. So teachers have a major role in the national education system in particular and our lives in General.

The teacher is very possible in the exercise of his profession is contrary to his conscience, because he understands how to run his profession but because it is not in accordance with the will of the voters or supervisor instructions then the ways teachers can not be realized in real action. The teacher always intervened. The lack of independence or autonomy that is deadly profession as educator of teachers become the giver of instructions. Even as instructor teachers have no autonomy at all. In addition, the space motion of a teacher is always controlled by the necessity of making the implementation of learning plans (RPP).

In fact, a teacher who has had teaching experience above five years actually have found a pattern of learning itself. With the teacher whenever he demands teaching makes learning implementation plan (RPP). so many teachers the time and energy wasted, which should have wasted time and energy can be utilized to develop himself. In addition to the above factors other factors that cause the low professionalism of teachers caused by among others; (1) still a lot of teachers who are not practicing his profession as a whole. This is caused by many teachers who work outside the hours of work to meet the needs of everyday life until the time for reading and writing to improve yourself no; (2) yet the existence of the professional standards of teachers as the demands in developed countries; (3) the possibility of caused by the existence of private University as a teacher of printer's Alumni origin so without accounting the output later in the field so that caused a lot of wayward teachers against the ethics of the profession of teacher training; (4) lack of motivation of teachers in improving the quality of self because the teacher is not required to examine as imposed on professors in college.

Akadum (1999) also points out that there are five causes of the low professionalism of teachers; (1) still a lot of teachers who are not practicing his profession in total, (2) vulnerable and low compliance teachers against the norm and ethics of the profession of teacher training, (3) the recognition of educational science and teacher training still half the liver from making and parties involved. This is evident from the still not mantapnya printer power institutional pedagogy and education, (4) still not smooth his differences of opinion about the proportion of teaching material provided to prospective teachers, (5) is still not functioning as a professional organisation PGRI strives to maximally enhance the professionalism of its members. The tendency of PGRI are political not indeed to blame, especially to be a pressure group in order to improve the welfare of its members. However in the future should start seeking PGRI professionalism of its members. By looking at the existence of factors that cause the low professionalism of teachers, the Government is attempting to find alternatives to improve the teaching profession.

#### *D. Improving Efforts Professional Teachers*

The Government has sought to enhance the professionalism of teachers including improving the qualifications and requirements higher secondary schoolteachers starting level of schooling to College. a subsequent equalizing Diploma II program for Elementary School teachers, Diploma III for junior high school teachers and Stratum I (undergraduate) for teachers of SLTA. However, this does not mean a lot, if the teacher is less entropy have the power to make changes.

Besides the above, efforts have also been undertaken of the Government in an effort to improve the quality of teachers, among others through the seminar, training, workshop, and teacher certification program. Although in its implementation is still far from expectations, and a lot of illegalities, but most do not have resulted in a condition that shows that most teachers have the spirit to go forward.

In addition to the certification of other efforts that have been undertaken in Indonesia to enhance the professionalism of teachers, such as PKG (activity center teachers, and the KKG (Working Group on teacher) that allows teachers to share experiences in solving the problems that they face in teaching activities. Professionalisation should be viewed as a continuous process, so that the attitude and professional teachers actually formed in this process, prajabatan education, educational upgrading, including in his coaching from professional organizations and the workplace, the society against the profession of teacher training, enforcement of the code of ethics of the profession, certification, improved quality of prospective teachers, rewards, etc collectively determine a person including professional development of teachers.

Several efforts made the Government above, the most important factor so as posturing and professional teachers can be increased, teachers must be able to develop the qualification itself that is to menyetarakan the number hours of work with a teacher's salary. Any program that will apply to the Government but if the salary of teachers is low, it is certain to meet the needs of his life teachers will look for additional work to fullfill his needs. No wonder if the teachers in developed countries a high quality or professional, said because of the

appreciation of the services of the teachers is very high.

#### III. CONCLUSIONS

See the role of the teacher and the teacher's task as one of factors determinant to the success of education, especially in the face of education in a global era, then the existence and improvement of the teaching profession to become a very important discourse. Education in a global era demands of modern education management and professionals with educational nuances. Deterioration of education is not caused by lack of ability but by the curriculum of the professionalism of teachers and the reluctance of student learning. Professionalism is stressed to the mastery of science or management capabilities along with its implementation strategy. Professionalism is not just knowledge of technology and management but rather an attitude, professional development is more of a technician not only have high skills but has a behavior that is required.

Professional teachers who are basically determined by the attitudenya which means on the level of maturity that requires willingness and ability, both intellectually and in prime condition. Professionalisation should be viewed as a continuous process. Increase business the professionalism of teachers is a shared responsibility between LPTK as printer teachers, Ministry of National Education as the establishments that build the teachers, the teachers Union of the Republic of Indonesia and the community at large. Therefore, educators, prospective educators, and related parties should begin to understand, implement, and develop attitudes and behavior in the world of education through good example in mind, speech, and action.

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