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**The Influence Of Work Period, Allowances, And Supervision On The Quality Of Work Of Physical Education Teachers In Facing Curriculum Changes In Kajen, Pekalongan Regency**

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**Article Info**
*History Articles*

Received:

1 Januari 2024

Accepted:

1 Maret 2024

Published:

31 Maret 2024

*Keywords:*

*Work Period, Benefits, Supervision, Quality of Work*

**Abstract**

This thesis aims to research and investigate the influence of the length of service, allowances, and supervision on the quality of work of Physical Education (PE) teachers at Korwil Kajen, Pekalongan Regency in facing curriculum changes. This research focuses on three main variables: length of service, benefits, and supervision, as factors that can influence the quality of teacher work. The research was carried out using a mixed approach (mixed methods) which combines qualitative and quantitative data. This research involved 52 PE teachers in the Kajen area, Pekalongan Regency. Primary data was obtained through interviews and direct observation, as well as secondary data from related documents. The indicators taken are planning, processes, evaluation and related documents. The validity of the data was tested through triangulation. The data analysis process involves collecting, presenting, and drawing conclusions. The results of the analysis show the diversity of learning practices of PE teachers, which reflects a commitment to quality learning with document preparation and involvement in supervision. However, supervision still has weaknesses that need to be corrected to increase its effectiveness. The analysis of PE teachers also highlights variations in educational practice and self-development, providing an overview of the potential for improvement and strengthening supervision. Recommendations can focus on improving practice, strengthening supervision, and professional development to achieve higher educational standards and to improve the quality of work and challenges in implementing the Merdeka curriculum. Based on the research results, it can be concluded that the length of service, allowances and supervision of PE teachers have an influence on the quality of work in facing curriculum changes.

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**p-ISSN 2252-648X**  
**e-ISSN 2502-4477**

## INTRODUCTION METHODS

Research subjects consist of population and sample. The population used in this research were Physical Education, Sports and Health (PE) teachers in the Kajen area, Pekalongan Regency. Meanwhile, the sample consisted of 52 PE teachers who had received the Teacher Professional Allowance (TPG) and followed the technical guidance of the independent curriculum. The research focused on the influence of work period, allowances and technical guidance supervision of the independent curriculum on the planning, process, evaluation and documentation of learning activities by PE teachers. The method approach in this research is mix methods which is a combination of quantitative and qualitative methods. Quantitative data is statistical data analysis to measure impact quantitatively. Meanwhile, qualitative is used involving interviews and direct observation to understand the context and gain in-depth understanding. Data Collection Instruments which are primary data and secondary data are used to support the results of this research. Primary data was obtained through interviews and direct observation of PE teachers. Meanwhile, secondary data was obtained through documents related to work period documents, allowances and supervision in the independent curriculum. Research indicators include planning, process and evaluation in the implementation of independent curriculum learning carried out by PE teachers. The data validity test in this research uses triangulation, which is a combination of various data sources (interviews, observations, documents) to ensure the validity and reliability of research results. Meanwhile, the data analysis process that researchers use is data collection, namely collecting data from various sources. This is continued with the process of presenting the data in a structured manner, and continues with the process of drawing conclusions based on quantitative and qualitative data analysis. This methodology tries to provide a comprehensive approach by combining the advantages of quantitative and qualitative methods, so as to provide a deeper understanding of the impact of Teacher Professional Allowances and independent curriculum technical guidance on the teaching practices of PE teachers in the Kajen area, Pekalongan Regency.

## RESULTS AND DISCUSSION

Among civil servant teachers, it was found that there was diversity in learning practices, which showed that each teacher had a different approach to the learning process. This diversity can be caused by various factors such as educational background, teaching experience, and personal approach to the learning process. The results of the analysis reflect the commitment of civil servant teachers to quality learning. This is reflected through the preparation of documents carried out by teachers to support the learning process. Teacher involvement in the supervision process also shows their seriousness in improving the quality of learning. Even though there is a commitment to quality learning, the results of the analysis show that the supervision process still has weaknesses that need to be improved. These weaknesses may involve aspects such as a lack of understanding of teachers' specific needs, a lack of constructive feedback, or perhaps a lack of resources to support effective supervision. Meanwhile, the analysis of PPPK teachers was carried out by analyzing educational practices and self-development by teachers, providing a more specific picture of variations in their approaches to learning. These findings provide opportunities for improvement and strengthening of supervision, by identifying potential improvements in educational practice and teacher self-development. Meanwhile, there is potential for improvement and strengthening of supervision. This analysis provides a basis for identifying potential improvements and strengthening in the supervision process. More effective supervision may include providing additional training, developing better supervision models, or improving communication between teachers and supervisors. Overall, the results of this analysis provide an in-depth view of learning conditions in teachers' environments, highlighting strengths and weaknesses in instructional practices and supervision. This information can be the basis for further improvement and development in an effort to improve the quality of education in that environment.

## CONCLUSION

This research reveals that the length of service, allowances, and supervision of PE teachers influence the quality of work in facing

curriculum changes. Implementation of the proposed recommendations is expected to improve the quality of work of PE teachers, so that they can play a strategic role in shaping the direction of national education, directly influencing the learning process, and improving the quality of student performance.

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