



Performance of Certified Physical Education Teacher (Review of Self Concept and Work Motivation)

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Abstract

Physical education teacher is certified expected to have good performance. Good or bad teacher performance depends on the self-concept and motivation of the teacher in carrying out its duties. This study aims to obtain a description of self-concept, work motivation, and performance of certified Physical education teachers in the working group of Physical education teachers in Bonang Region, Demak District. This research uses a qualitative method with phenomenology design. Data collection techniques use interviews, observations, and documents. Research subjects of 3 certified Physical education teachers residing in the Teacher Working Group Bonang, secondary data are colleagues and principals. Methods of data collection in the form of observation guidelines and interview guidelines. Data analysis techniques include data reduction, data presentation, and withdrawal of conclusions/verification. It is concluded that the most important factor of self-concept influencing the performance of the subject is the self-assessment factor. While the most important factor of work motivation is internal motivation. It is recommended for the subjects to cultivate positive self-concept, the spirit of work, and the spirit of creativity and activity.

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INTRODUCTION

Education is the foundation of a country, through education a change can be realized (Darmawanti, 2017). A teacher is a spearhead that is expected to lead to quality education (Khamzah, 2016).

The government has sought to improve the quality of education. One of the government's efforts is to prosper teachers with certification allowances. For teachers who have fulfilled the requirements and take the PLPG program are designated as professional teachers. Professional educators must be able to effectively manage student learning to achieve the minimum set of qualification standards (Tjatjuk Siswandoko, 2013).

Physical education is an important part of the school curriculum designed to help students develop the knowledge, skills, and attitudes needed to practice an active and healthy lifestyle in their lives (Widodo, 2014). Increasing the professionalism of Physical education teachers is an indispensable demand in the face of highly competitive challenges (Arif, 2015)

Physical education teacher with PNS status and certified in the area of the Teachers Working Group (KKG) Physical education in Bonang District, Demak Regency, according to data totaling 16 teachers. Salaries received each month amounting to Rp 8,000,000 - Rp 10,000,000 per month. Wages or salaries of that size have been ascertained to meet the needs of life as individuals or families can be said to be more than enough.

Physical education teachers who have been certified are expected to have higher teaching motivation than before. However, judging from the value of Teachers Competency Test (UKG) obtained Physical education teachers Bonas Subdistrict classified as low that is still below the standard of graduation. The average score of 16 certified Physical education teachers who attended UKG was 55.81. Teachers found the lowest score of 39.28 with an average of 52.05 over the age of 50 years. Physical education teacher as an individual or a teacher with a high income but with age already above 50 certainly

affects a little how a teacher sees himself, adjusts himself, and judges himself.

Self-concept is all of our perceptions of aspects of self that include physical aspects, social aspects, and psychological aspects, based on our experience and interaction with others (Sobur, 2013). In line with Niken opinion (2017) that self-concept is a comprehensive picture of how individuals perceive themselves, including aspects of ability, emotional aspects, aspects of job satisfaction, which are represented in the form of perceptions of physical, psychological, and social as a whole. One element of forming a self-concept is how individuals perceive and feel themselves (Novriansyah, 2015).

Teacher's work motivation is a condition that makes the teacher have a will or need, an urge to achieve specific goals through the implementation of a task (Salmawati, 2017). Three elements are the key motivation, namely effort, organizational goals, and needs (Uno, 2015).

The learning process will take place well if it is supported by teachers who have high competence and performance. Performance is the result of interaction or functioning of elements of motivation (m), ability, (k), and perception (p) in a person (Nina, 2014) so that the good and bad performance of a teacher depends on the self-concept and motivation of the teacher in carrying out his duties.

Based on the formulation of the problem above, the purpose of this study was to describe the factors of self-concept and work motivation factors that affect the performance of certified Physical education teachers in the area of the Teacher Working Group (KKG) in Bonang District, Demak Regency.

METHODS

This study uses a qualitative approach, in which the researcher intends to explore the description of self-concept, work motivation, and the performance of Physical education teachers in the Bonang District Teacher Working Group. This type of research is exploratory research. The research instrument used was observation guidelines and interview guidelines. The subject

of the study was the Physical education teacher and was added to the triangulation of sources by taking interview data from colleagues and principals, as well as observations of the principal. The data analysis technique used was an analysis in the field of the Miles and Huberman model. Activities in data analysis with the Miles and Huberman model include data reduction, data display, and conclusion drawing/verification.

RESULTS AND DISCUSSION

Self-concept

Self Appraisal – Viewing Self as an Object (Self Assessment)

The three subjects can make the advantages they have for the positive. Advantages possessed The three subjects must be used to give to their students to be more successful.

When addressing the deficiencies, the three subjects showed different attitudes. The subjects of the Constitutional Court and DR showed more of the deficiencies than the advantages in themselves by complaining about the age condition. Increasing age is believed to affect his working spirit. They both thought that the age that was no longer young had the most influence on the decline in morale at work, while the JK subject seemed to show a more positive attitude in addressing the shortcomings.

Reaction and Response of Others (Assessment of Others against Individuals)

The support of family and friends affects the three subjects as teachers. Family background who also works as a teacher seems to be an influential factor for JK subjects in improving the quality of teaching. It can be understood that the wife of the JK subject with the same professional background certainly knows what and how the duties and responsibilities must be carried out. So more motivation and support is given to the subject of JK. Also, JK subject colleagues at the school that became the best school in Bonang District also supported and greatly influenced the subject of JK.

It is different from the subject of DR and MK who do not have a family background as a teacher. The subject of the Constitutional Court with his wife who works to open a photocopy business and the subject of DR with a husband who works as a tailor does not have much influence on improving professionalism and working spirit.

Roles You Play-Role Taking (Playing a Role According to The Role of Sex)

Role as a man and woman is a set of standards that limit the behavior that must be done by someone who occupies a position. All three subjects are assessed by the principal and co-workers able to perform their role by the role of sex. They can do tasks both as a man and as a woman. In addition to running his role as a man and woman, the three subjects are also considered capable of performing his role as a member of society. As the subject of the Constitutional Court who is active in community organizations in the scope of his residence. Likewise with the subject of DR who became the PKK administrator in his village. JK's subject is also actively involved as a board of PBSI and KONI in Demak District.

Reference Group (Become a Group Member)

Reference groups are groups in which an individual becomes a member of it. The seven subjects who work as Physical education teachers certainly make other teacher colleagues as a reference group. Friends of the subjects of MK, JK, and DR who have various fields of work always provide support for the subjects to improve their professionalism as teachers. Moreover, the three subjects are certified teachers. Subject friends see the increasing welfare of teachers must be balanced with increased enthusiasm and performance. MK subjects are supported by their closest friends in the housing environment. Likewise, the subject of DR received support from friends whose majority were parents of his students. It is different from the subject of the Constitutional Court who also received support but was not very influential on

him in improving his professionalism because he was inherent in his age to reduce morale at work.

Work Motivation

Work motivation makes a person able to plan goals, plan actions to achieve goals, try to achieve goals, and evaluate the actions he has carried out.

Internal Motivation

The Responsibility of Teachers in Carrying Out The Task

Both subjects were assessed as professional and responsible by their principals and co-workers. Meanwhile, the subject of the Constitutional Court is considered less professional in teaching by the principal. The same is the case with additional duties as an asset operator given to him but not done entirely by the subject of the Constitutional Court. This is possible because the busy MK outside teaching hours have a photocopy business at home always help the wife when coming home from school. Busyness is what makes the subject MK look feel tired when running activities at school.

The head of the school also assessed the subject of JK as being able to carry out other additional tasks as a well-trained UKS sporting and training extracurricular director. Likewise, the subject of DR, which was assessed by the principal and his colleagues, was able to carry out the main tasks of teaching and other additional duties as the school treasurer. This is possible because the subject of DR does not have other side jobs so that the subject can always focus on completing his duties and responsibilities as a teacher.

Carry Out Clear Tasks and Targets

Everyone certainly has a target in his life, both in carrying out their work and in carrying out their daily activities. Of the three subjects, only the subject of the Constitutional Court appears to have less target. This is because the subject of the Constitutional Court including the type of person who works does not emphasize a particular target. Even with this certification, the subject of the Constitutional Court remains the

same in performing the duties and is no different from before the certification. Unlike the other six subjects which carry out tasks with specific targets.

There is Feedback on The Work

Overall, the seven subjects revealed that praise and appreciation for the results of their work did not necessarily make them arrogant and proud. This is precisely used as a driver to improve their performance. Not only that, praise and appreciation make the seven subjects always to maintain their performance and even develop their performance in order to achieve higher achievement.

Feedback is not only in the form of praise and prizes, but can also be in the form of behavior shown by others towards someone. The seven subjects have a harmonious relationship, both with colleagues and with students. This proves that the performance of the seven subjects is fairly good, so they are constantly motivated to improve their performance.

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External Motivation

Always Strive to Meet The Needs of Life and Work Needs

The three subjects were able to fulfill the needs according to their roles. All three subjects try their best to divide their time and determine

which are more important to do. For all three subjects, business at school is the main thing related to their profession as a teacher.

A teacher is always required to follow the development of science and subject matter that they convey to the students. This encourages the three subjects to continue learning, either by utilizing internet media, books, or by asking fellow Physical education teachers. These conditions indicate that all three subjects have a business to meet their work needs.

All three subjects are also required to be able to arrange the learning administration. Of the three subjects, only the subjects of the Constitutional Court were incomplete regarding learning administration.

Working in The Hope of Getting Incentives

All subjects continue to carry out their duties well without expecting intensive from their superiors. The three subjects stated that they did not feel deprived because they felt they had enough salary as a civil servant, especially with additional certification allowances. Even the subject of DR felt that the salary earned was too high when compared to the workload he had received.

Performance

Work Quality

The quality of work in this study is limited to indicators; planning a proper teaching program, assessing learning outcomes, being careful in explaining the material, and applying research results in the lesson. Of the three subjects, only the subjects of the Constitutional Court were considered lacking regarding planning the teaching program appropriately.

All three subjects are required to be able to objectively evaluate or evaluate student learning outcomes. In this case, the subject of JK and DR can carry out the task. They assess students objectively according to the abilities and conditions of each student. It is different from the subject of the Constitutional Court which is considered by the headmaster to be unable to carry out the task.

In delivering the subject matter, the two subjects, JK and DR, were guided by the learning plan they made. The subject matter is carefully delivered by all subjects so that all students can receive the subject matter exactly as expected.

A teacher is always required to renew their insights related to the subject matter and phenomena in the world of education. Today, many researchers have examined education. Of the three subjects, only the subjects of the Constitutional Court were judged not to read and apply the results of research on Physical education subjects.

Speed/Accuracy of Work

A person's performance is also reflected in the speed/accuracy of his work. As a teacher of Physical Education, the accuracy of work is seen from the suitability of the material that he conveyed. All subjects attempted to match the subject matter with the characteristics of their students, i.e., characteristics of elementary school-aged students. This is so that all students can receive the learning material effectively and efficiently.

In completing the teaching program that fits the academic calendar, only JK and DR subjects are considered capable of carrying it out. The two subjects who have made the complete and appropriate instructional administration considered to be the most important factors in the completion of the teaching program are by the academic calendar unlike the case with the Constitutional Court which only copied the learning administration of the previous year which led to the implementation of teaching programs that were not in accordance with the academic calendar.

Initiatives in Work

The initiative is working as a Physical education teacher is seen in several ways, namely; use media in learning, use various methods in learning, and organize school administration well.

JK's subjects always try to use the media in the learning process, be it the media provided in schools or the media they design themselves. In

contrast to the subject of DR and MK who do not use the media in learning. He only uses the tools that are in school.

In addition to using the media to help deliver material to students, JK subjects and DR also use various methods in learning. This is so that students do not get bored in taking lessons. Meanwhile, the subject of the Constitutional Court only used the lecture method and gave examples to students.

In addition to teaching, the obligation as a Physical education teacher also includes the administration of school administration. Of the three subjects, only the subjects of the Constitutional Court were considered lacking in administering school administration. Colleagues and principals acknowledge that regarding administration, the subject of the Constitutional Court is less complete.

Workability

As a Physical education teacher, the three subjects are considered capable of leading, guiding, and managing classes with the abilities they have. In everyday life, as a teacher, the three subjects have foundations related to the appearance, behavior, and speech they have to do. This then becomes a role model for their students to do and speak polite words and by the norms of society.

The workability of a Physical education teacher can also be assessed from his ability to master the material that will be delivered to students. Not only that, but they are also required to be able to convey learning material well so that the planned learning objectives can be achieved. In this case, the three subjects were able to master the learning material and convey it to students. However, in the delivery of material, only the subject of the Constitutional Court was not by what had been planned.

Communication

One of the successes in the performance of Physical education teachers is that there is a harmonious communication with students, colleagues, and principals. The three subjects were judged to have communication and

harmonious relationships with students, colleagues, and principals. They can accept criticism and make suggestions given by students, colleagues, and principals to improve the learning process better.

All subjects have certain techniques to arouse student activity during teaching and learning activities so that all students are involved in the process. However, it cannot be denied that of course there are students who are passive in teaching and learning activities. To address this, JK subjects and DR usually hold additional hours for these students.

Science always develops, so as a teacher is obliged to follow these developments. Not only that, but a teacher also has the task to convey the development of the material to students. JK and DR subjects were considered able to communicate new material during the teaching and learning process. While the subject of the Constitutional Court was considered less varied in delivering the material, this can be seen from the method of teaching the subject of the Constitutional Court that seems monotonous and repeats the material that has been taught before.

Based on the research conducted, it can be understood that the background affecting JK and DR Subjects to remain professional in working at an age that is no longer young is as follows: Very grateful for the certification, able to take advantage of the advantages, the support of family and colleagues work, get support from friends outside the teaching profession, and a conducive work environment.

While some of the factors that are considered to influence the decline in the performance of MK subjects as certified Physical education teachers are as follows: Often complaining of age, not utilizing the advantages they have, feeling less confident, and lacking positive competitiveness for achievement.

CONCLUSION

In general, self-concept factors that affect the performance of certified Physical education teachers in the Bonang District Teacher Working Group include; positive self-assessment and

appreciation, positive assessment and support from the environment, ability to play roles in each subject, as well as the positive influence of the referral group. Some of the self-concept factors that are most influential are positive assessment and self-esteem.

In general, work motivation factors that affect the performance of certified Physical education teachers in the Bonang District Teacher Working Group include; there is a spirit of self-development, a feeling of pleasure in work, positive competitiveness for achievement, prioritizing work performance, a harmonious relationship and a conducive work climate, and working as a teacher not only to expect the number of wages received. Some of the most motivational factors for work are internal motivation. It is recommended for the subjects to foster a positive self-concept, enthusiasm for work, enthusiasm for creativity and activities, and increase the spirit of devotion.

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