

The Effective Improvement of Socialization and Assistance of Physical Sport and Health Education (PSHE) Teacher Working Group (MGMP) at Senior High School Level in North Central Timor

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Abstract

This study aims to analyze the improvement of the effectiveness of the Physical Sport and Health Education (PSHE) Teachers Working Group (MGMP) in Senior High School of all districts in North Central Timor through socialization and assistance. The research method applied a qualitative approach with single-case design. Techniques for collecting the data were through observation, interviews, and documentation. The subjects of the study were the chairman of MGMP, the committee of MGMP and PSHE teachers. There were several techniques used to analyze the data, such as (1) data reduction, (2) data presentation, and (3) conclusion/verification. The result showed that: (a) The early condition of MGMP described a lack of information and communication, (b) the first socialization showed that the participants understand the goals and functions of MGMP, (c) the second socialization was the planning of work program namely the monthly, semester and annual program, (d) the third socialization was the equalization of the lesson plan and syllabus in MGMP 2019 for senior high school in North Central Timor. It can be concluded that there was an improvement in the effectiveness of PSHE MGMP through socialization stage one until three. After the socialization has been done, the study was a success because one of the programs from PSHE MGMP, namely the equalization of the lesson plan and syllabus in senior high school level could run smoothly. Therefore, the researcher suggested better supervision from School Supervisor Coordinator (KORWAS) and District PPO Service, and also the program from MGMP should be supported by the headmaster and teacher.

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INTRODUCTION

Education is one of the teachings and learning interaction processes in a formal setting known as instruction (Makmun, 2005), where educational institutions are expected to actualize the nations' goal to do improvement towards education implementation in Indonesia (Zuchdi, 2008). One of the fruitfulness in improving education is developing the teachers' quality (Susana, 2018), as we know that teacher's role is not only limited to the learning activity but also forming the personality, moral and character (Geist, 2002).

Teachers' education is a human resources component that needs to be built and developed all the time (Sahertian, Piet, 2000). The teacher has an important role in achieving excellent learning quality in school, which the basic competence of a teacher is he knows what subject he taught because the teacher who does not know the subject well would not have a good understanding in teaching students. A teacher should have an element of competition to be a good teacher, for instance, mastering the subject, have a pedagogic knowledge, able to choose a good teaching source, able to develop a teaching strategy, have a technical skill, have a good communication skill with the students, and also a positive character and behavior such as always being motivated, humoristic and confident (Anuar Ahmad & Nelson Jingga, 2015).

One of the teachers' roles is to guide their students; therefore, they should have a well understanding of the students. (Wina Senjaya, 2006). A forum or organization that can help the activities of the professional subject teacher in each school comprise of two main elements, namely working group and subject teacher, known as Teachers Working Group (MGMP). MGMP has a crucial function in developing the educational program in schools, as through this forum, teachers can conduct discussions and sharing thoughts about problems that happened in each school. Other than that, the forum also functions as a place for a teacher to enhance knowledge, ability, and skill (Komalasari, and Saripudin, 2017).

MGMP gives a contribution to the creative, innovative, and evaluative learning process through the activity's implementation. There are several programs done by MGMP in improving learning quality, such as making a lesson plan, making and using learning models, learning media, inviting the experts, organizing workshops, and others. Through MGMP, the teachers discussed together to make refinement in learning process complement, until the quality of education can be enhanced (Sutikat, 2017). The active participation from the teachers and also varieties of activities are the factors that splendor the MGMP activities. MGMP organization aims to improve the quality and professionalism of the teacher in his group to give contributions (Soetjipto, and Kosasi, 2009). The existence of MGMP is important for teachers, or at least should be categorized as important, as there are a lot of functions done by MGMP. There are six general functions that should be done by MGMP at all level, either in district, regency and even in province. There are: (1) giving motivation to teachers to join all the teaching-learning activities, (2) enhancing teachers' ability and skills in performing teaching-learning activities, (3) giving consultative services related to teaching-learning activities, (4) supporting the teachers' need in teaching-learning activities, (5) spreading information about the policy related to the education update attempts, and (6) planning, implementing, evaluating and reporting the results of MGMP activities.

METHODS

The study was using a qualitative approach. A qualitative approach was chosen as it is suitable to investigate and analyze the MGMP's problem in Senior high school level through socialization and assistance at all districts in North Central Timor. The result of the analysis was expected to describe and explain the fact and situation of MGMP in North Central Timor.

The study used single-case research, which functions to evaluate the effect of treatment through a case. In other words, a single case is a

research design used to evaluate the effect of a single case treatment (Latipun, 2008). A single case could be a single subject or several subjects in a group ($n = 1$). A single-subject study is a type of study where the subject used as a control of itself. The researcher chose the design because the emphasis of the study is the clinical setting. The other reason was to observe the condition of the subject. Single case experimental design needs to be done to measure the early condition as a pretest function. Based on the theoretical studies, the researcher used a qualitative method with a single-case approach to study the case of MGMP in North Central Timor.

RESULTS AND DISCUSSION

The Description of The Early Condition of MGMP in North Central Timor

The result of the study or previous findings based on observations, interviews and related documents from the interview from PJOK teachers namely in SMAN North Bikomi (Yuventu G. Banusu S.Pd), SMAN Noemuti (Robert Lota S.Pd), SMAN 3 Kefamenanu (Hendrik Ratu S.Pd), SMAN 1 Kefamenanu (Yohanes Oeleu S.Pd), on Tuesday, April 2nd 2019, at 08:00 AM, showed a similar results where the teachers had the same thoughts that MGMP was not working at all, and they assumed that MGMP did not have roles and functions that later make the PSHE teachers work independently without a clear future goals. Other than that, MGMP also vacuumed for several periods and did not work effectively due to the system differences between senior high school and vocational high school.

This condition was an obstacle that impeded the implementation of MGMP activities in North Central Timor. Factors that influencing were the early condition happened in PSHE MGMP that really need to be concerned of, lack of information related to MGMP activities, lack of communication due to the variety of geographical location where there are schools that located in mountain area, coast, and lowland, and also the broken road access and limited internet access also influencing the

committee to communicate and organize the activities of MGMP in senior high school level in North Central Timor.

The Description of Socialization I

The researcher organized the early step, namely the first socialization (First meeting) on Friday, April 5th, 2019, at SMAN 2 Kefamenanu. This meeting started at 08:00 am until the finish. The researcher invited Dra. Elvira Berta Maria Ogom, the regional coordinator chairman of senior/vocational high school (SMA/SMK) of North Central Timor regency, to open the socialization and assistance activities at SMAN 2 Kefamenanu officially. The researcher chose SMAN 2 Kefamenanu as the place to organize the activities because it is where the MGMP chairman is teaching. Besides that, it was also strategic and located in the middle of the town and could be reached by schools that become the sample of the study.

From the researchers' result related to the function and goal of MGMP, it can be seen that:

1. It motivated the teachers to join the MGMP activities continuously, either in school level, district, and also regency.
2. It enhanced the quality of the teacher's professionalism in teaching, evaluation, and learning in the class until the quality of education in school also enhanced.
3. It allowed the member to share information, discuss the experience, and give feedback until the activity can run effectively and efficiently.
4. It improved teachers' competence by extending their perception and knowledge through workshop and training organized by KKG and MGMP.
5. It strengthened the family tie and brotherhood between the PSHE teachers in senior high school level of North Central Timor.

There were eight participants or PSHE teachers that join the socialization. It could be seen from the table 1.

Table 1. List of Teachers' Name that Joins Socialization I

Teacher' name	School
Yohanes Oeleu S.Pd	SMAN 1 Kefamenanu
Bonifacio K. Babu S.Pd	SMAN 2 Kefamenanu
Marselus Naibano S.Pd	SMA Dharma Ayu Kefamenanu
Robert Lota S.Pd	SMAN Noemuti
Yustinus H. Mone	SMAS Katholik Warta Bakti
Robertus Sapalim S.Pd	SMA Nurul Falah
Yuventus G. Banusu S.Pd	SMAN Bikomi Utara
Stefanus Rado S.Pd	SMAK St. Gabriel Noemuti

The Description of Socialization II

The researcher organized the second socialization held on Wednesday, April 24th 2019, from 08:00 until finish located in SMAN 2 Kefamenanu. In this socialization, the chairman of MGMP and PSHE teachers did several activities, namely planning and discussing the work program of MGMP. The syllabus is the most important thing that should be mastered by the teacher. He should master the teaching administration such as syllabus, RPP (lesson plan), Semester and annual program, and KKM (minimum mastery criteria). Because most of the teachers had a less understanding about the syllabus, therefore the committee emphasized the discussion of syllabus in MGMP work program so they need to understand well about the lesson plan until they could develop their own according to the condition of the school.

In discussing the work program of MGMP 2019, several teachers have different opinions related to the plan, but later, the perspectives were able to be synchronized, and the work program could be made. The result of the second socialization led to several plans, for instance: (1) Monthly program. A monthly program that planned in this second socialization was related to the design and development of the syllabus, semester program, and learning program plan, (2) Semester program. Semester program was one of the programs that discuss the time allocation of each topic in a session for each semester. The time allocation was reported in details for the annual program (PROTA), (3) Annual program. The annual program was the arrangement of time allocation plan to achieve the set goals. The arrangement of time allocation was needed, so all the basic competence in the curriculum could be reached well. Steps that needed to make the

annual program were, examining the educational calendar, marking the holidays, calculating the number of effective weeks, and distributing the time allocation in 2019.

The Description of Socialization III

The third socialization was held on Monday, Mei 6th 2019 and located in SMAN 2 Kefamenanu. This socialization was attended by School Supervisor Coordinator (KORWAS), MGMP chairman, and PSHE teachers in North Central Timor. In this stage, the researcher evaluated the work program with all of the participants, namely 14 PSHE teachers, including the MGMP chairman and the committee of MGMP of Timor regency.

The final result of the study showed that there was an improvement in the participants' knowledge and skill until the quality of the learning process in the class or even outside the class was going better. Therefore, better learning quality by the teacher would make a better quality of the participants in the class and could become an indicator that shows improvement of the PSHE MGMP effectiveness.

Interviews done by the researcher with the school supervisor as the regional coordinator, MGMP chairman and PSHE teachers that join the socialization showed they agree that the researcher managed to organize the vacuum organization and make it active again through socialization and assistance until the equalization of the lesson plan and syllabus could be done. Below are the teachers' names that join the socialization:

Table 2. List of Teachers' Join Socialization III

Teachers' name	School
Yohanes Oeleu S.Pd	SMAN 1 Kefamenanu
Bonifacio K. Babu S.Pd	SMAN 2 Kefamenanu
Marselus Naibano S.Pd	SMA Dharma Ayu Kefamenanu
Robert Lota S.Pd	SMAN Noemuti
Yustinus H. Mone	SMAS Katholik Warta Bakti
Robertus Sapalim S.Pd	SMA Nurul Falah
Yuventus G. Banusu S.Pd	SMAN Bikomi Utara
Stefanus Rado S.Pd	SMAK St. Gabriel Noemuti
Hendrik F.Rattu S.Pd	SMAN 3 Kefamenanu
Rubenson Aunga S.Pd	SMAK Pelita Karya
Dionysius Eko S.Pd	SMAK Fides
Joni Ahoinin S.Pd	SMAN 2 Kefamenanu
Eka Sasi S.	SMAN Taekas
Rikardus Luku	SMAN 1 Insana

The Early Condition of PSHE MGMP in North Central Timor regency

The fact showed that the early condition of MGMP in North Central Timor has several obstacles or reasons that make it inactive, there were rare communication, school distance, and lack of information between the committee. Seeing the reality happened, the coordination in the organization was very crucial as the coordination functions as the intern information system in an organization. The aim was to guarantee the availability of useful information to get clear and effective information (Harsuki, and Elias, 2003).

Coordination needs to be done in an organization to guarantee that the activity ran smoothly, and miscommunication could be avoided. A committee is a group of people that have a role in managing all needed thing in an organization. While performance was a dynamic aspect when an individual did their rights and duty according to his position, therefore he has done his part (Wijayanti, Soegiyanto, and Nasuka, 2016).

Socialization I of MGMP North Central Timor

The understanding about human resources towards functions and goals of MGMP still very limited and therefore, explanation about it was needed. The human resources (SDM) quality is the main problem that should be concerned about because of human resources able to improve the participation of the member towards the organization. The quality of human resources has a positive influence and significance of teachers' performance. A good human resources quality brings the desire to stay in the organization (Husnawati 2006). One of the keys to achieving the success of a contracting company is good human resources (Rani, Dharmayanti, and Adnyana, 2016). Therefore, the researcher explained to the participants that socialization was the basic reference that needed to be done in MGMP. The result related to the function and goals of MGMP North Central Timor has been done and bring to:

Goals of MGMP

An organization needs clear goals as it becomes the most important thing in making a decision. According to the Department of Education and Culture (2004) MGMP has two main purposes:

1. General-purpose
Developing creativity and innovation in improving teachers' professionalism.
2. Specific purpose
 - a. Extending the subject teachers' knowledge and perspective to create an effective and efficient learning environment.
 - b. Developing a class culture that conducive as an enjoyable place to study.
 - c. Building cooperation with society as a partner in implementing the learning process.

Function of MGMP

The existence of MGMP in all level of education, especially senior high school is important considering the functions done.

There are six functions done by MGMP in all level including district, regency/ municipality/administrative city, and even in province. According to the Department of Education and Culture (1996), the functions are (1) giving motivation to teacher to join the teaching and learning process, (2) improving the teachers' ability and skill to perform the teaching and learning process, (3) giving consultative service related to teaching and learning process, (4) supporting teachers' need related to teaching and learning process, (5) spreading information about the policy related to the education update attempts, (6) planning, implementing, evaluating and reporting the result of MGMP activities.

MGMP organization has several functions, according to Ministry of National Education (2007) defining the field of work, method, tools, and personal requirements, and fostering relationships between individuals involved, responsible for the authority of their rights and obligation to achieve the goals.

Considering the functions of MGMP above, the researcher concluded that this organization is really important for the teachers,

especially the PSHE subject in every region and school.

Socialization II PSHE MGMP of North Central Timor

To improve the activities of MGMP in senior high school level in North Central Timor, a plan need to be well-organized until it runs according to the program. Few obstacles that happened were the teacher did not have teaching administration such as lesson plan and syllabus while teaching. Concern to the matter, the committee of PJOK MGMP attempts to arrange a work program to achieve the optimal goal with efficient performance. It is along with Hamzah B. Uno cited in Siswanto (2008) that argued: "Planning is a satisfying way to help the activity runs smoothly, along with anticipative action to minimize the gap happened until the activity can achieve its goal."

Planning in broader meaning is a process to prepare the activity systematically to achieve the goals in a certain organization.

The Discussion of Work Program MGMP North Central Timor

Teachers Working Group (MGMP) is an effective media to dig information, solve the educational problem, share knowledge and experience, and also attempt to find innovation related to education. A researcher with PSHE teachers and School Supervisor Committer (KORWAS) plan the work program and discuss what program that needs to proceed in the annual activity. Program in Indonesia Dictionary (KBBI) is defined as planning related to principles and attempts that need to be obtained.

Socialization III MGMP of North Central Timor

The evaluation result done by researcher related to the work program, namely lesson plan (RPP) and syllabus has been done in senior high school (SMA) level in North Central Timor. It brings to: (1) the program implementation of the lesson plan (RPP) in MGMP senior high school level, (2) the implementation of the syllabus program. These two things are discussed as the work program of MGMP and explained as:

The Implementation of RPP and Syllabus Program Evaluation

The RPP and syllabus program implementation in senior high school level in North Central Timor was formulated according to the current standard, namely Curriculum 2013. Evaluation in a work program is essential or can be categorized as success in the process. There is an evaluation. It is along with Arikunto, and Jabar (2009) who stated that program evaluation is a process done to determine the authority first that lead to the positive values and advantages of a program and also considering the technical process used to do the assessment. It is explained that the purpose of the evaluation program is to know whether the program runs smoothly, and the evaluator also wants to know the component and sub-component of the program that still not fulfilled. Therefore, before starting the evaluation step, the evaluator needs to make clear about the purpose of the program that needs to be evaluated (Arikunto, and Jabar, 2014).

CONCLUSION

According to the discussion related to the effectiveness the socialization and assistance of PSHE MGMP in senior high school, can be concluded that: (1) the early condition of PSHE MGMP of North Central Timor shows that the organization does not run effectively and there are many obstacles happened, one of them is the limited communication between the chairman and the committee of PSHE MGMP, lack of information and the school distance, (2) the socialization of PSHE MGMP have three stages, the first socialization discussed the function and goal of MGMP, the second socialization discussed about the work program plan that should be done in 2019 and in third socialization the researcher and the participants evaluated the work program of PSHE MGMP that have been done namely lesson plan and syllabus.

After the socialization and assistance of PSHE MGMP have been done, it could be said that the study is successful due to one of the work program namely equalization of teaching

administration for all schools that become the sample of the study.

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