

EFFECT OF TEACHER CERTIFICATION, DISCIPLINE WORK AND RELIGIOSITY MASTER TEACHER PERFORMANCE AGAINST

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Abstract

To improve the productivity of human resources in an organization, Aspect improved performance influenced by certified teachers, the discipline of work and religiosity has always been a very important discussion. Because the performance of the existing human resources within the organization be decisive in achieving the objectives of the organization. Performance is the achievements obtained in the completion of the tasks that have been prepared by the organization. It can be characterized by their effectiveness and efficiency in the execution of duties, the level of quality of work, timeliness, productivity and safety. Performance may be affected by a certified teacher, work discipline and religiosity. Teacher certification is an effort to improve teacher quality through improving the welfare of teachers who are expected to improve the performance of teachers. Besides the work discipline has a very important role in directing human life to achieve his goals and success in work, because without discipline then the person does not have a benchmark of what is good and bad in his behavior. While Religiosity is a spiritual expression of someone who is related to the system of beliefs, values, laws and rituals. Teachers who have a good level of religiosity that would reflect their motivation and dedication to work is high and can produce a good performance basically teachers must have proof of ownership of professionalism with professional certification, high discipline in work and level of religiosity. Three things need to be improved to support the improvement of teacher performance which in turn will impact on improving the performance of the organization / institution as a whole.

Keywords: Certification of teachers, discipline, religiosity and performance.

INTRODUCTION

In an organization, the factor of the low quality of human resources (HR) is a major problem in any activity that is in it. Availability of a large human resources can be utilized when appropriate, effective and efficient will be able to encourage the achievement of organizational goals. However, if the human resources are not able to be managed well, then this will hinder the running of the organization that ultimately organizational goals will not be achieved well, because all of the actions taken in each activity initiated and determined by the people who become members of the organization. As an educational institution, the school is an organization that has a specific purpose, which is to create students who excel in the quality of qualified human resources and be able to compete in the real world.

One important aspect to realize that education is able to produce quality human resource that is the role of teachers. Guru is one component in the learning process that contributes to the formation of the character of the business potential of human resources in the field of development. As components in the field of education, teachers should participate actively and putting his position as professional staff.

To support the educational goals accordance with the mandate legislation, the government has implemented a program to improve the welfare of teachers in the hope to increase the professionalism of teachers. One is a teacher certification program. Teacher certification is an effort to improve teacher quality through improving the welfare of teachers who are expected to improve the performance of teachers, so that the program in the long term can have an impact on increasing the quality of education in Indonesia on an ongoing basis. This certification policy set forth in Act No. 14 of 2005 on Teachers and Lecturers. The law states that teachers who pass the certification means they are competent and be eligible for increased welfare benefits in the form of functional, professional, structural, and other welfare.

Another factor that can influence the performance is the work discipline. Discipline is often overlooked work among teachers, it can be seen from a few examples, among others: the coming to school late, not being in school during working hours, delaying the work, go home prematurely and others. For them the most important thing is to fill in the attendance list. It thus indirectly affect the work performance of teachers who in turn can affect the performance of teachers. This is evidenced by at least a teacher who gained promotion options, rewards and promotions are fair (Simamora, 2000: 12). Discipline has a very important role in directing human life to achieve his goals and success in work, because

without discipline then the person does not have a benchmark of what is good and bad in his behavior. Therefore, discipline should be instilled continuously to the teacher to create a habit of behaving in a disciplined manner for all teachers. So that the behavior of this discipline will improve the performance of teachers themselves.

In general, the performance of teachers will be increased along with the increase in the professionalism and discipline of teachers in work. However, in discussing about the problem of the performance and results of education, especially the character of students, there are other factors that can boost the performance of teachers, namely religiosity. Teachers who have a good level of religiosity will reflect their motivation and dedication to work high and can produce a good performance. This is because teachers have an understanding that what is done in their duty not merely expect a high salary or honorarium, but there are higher expectations to be achieved is the reward and the reward far greater than Allah.

In addition, the teacher is a role model for students in school, as well as the nature of a child who tends to idolize a teacher. For it to be a religious teacher and professionals should also have the concept of "*Uswatun treasures*" in order to work with a sincere and loyal to the school in order to achieve school goals well. Government through the Ministry of National Education has also given signs regarding religiosity, namely the education characters contained in every study in which Learning Implementation Plan (RPP) should be equipped with an expected character on the material to be delivered. Besides, there are studies that claim that there is an influence of religiosity on teacher performance Madrasah Ibtidaiyah, True (2015). This suggests that religiosity has a significant role in improving the performance of teachers in schools.

AL-Amin educational institutions are educational institutions which implement full-day school system where students at these institutions are not only taught about formal system education or general, but the institute also teaches the basic concepts of Islam and its application. In this institution more emphasis on character education of children was polite and religious. For the role of a professional teacher and religious is very important to promote the goals of the education agency Al Amin. Teacher performance conditions Al-Amin education environment in many ways still has not reached the desired expectations in accordance with existing standards. It can be identified by several things, namely: 1) low teacher attendance, especially when *free* teaching, 2) There are some teachers who do not have linearity with the subjects taught. 3) Decrease in student achievement in schools. 4) the existence of organizational conflicts that due to the high workload which received the teacher.

5) still a few teachers who understand their work as a form of devotion, but as a professional force which holds that a given workload should be in accordance with the compensation he received. Fifth it certainly can cause significant performance degradation for Islamic-based institutions such as Al-Amin. The purpose of this study is to analyze and test the effect of teacher certification, Work Discipline and Religiosity simultaneously and partially on the Performance of Teachers in Institutions of Al-Amin.

FRAMEWORK THEORY, FRAMEWORK CONCEPT RESEARCH AND HYPOTHESES

Framework Theory

The term certification is "a sign / statement (written statement / lies on the person / institution authorized given to the type of profession to carry out the task" (Ministry of Education, 2005: 1059). Certification of teachers, " a program designed to assess the feasibility of teachers in acting as an agent of learning that can realize the goal of national education "(Bedjo Sujanto, 2009: 7). Act No. 14 Year 2005 on teachers and Lecturers states that" certification as part of improving the quality of teachers and an increase in welfare ". Therefore, through this certification is expected" teachers become professional educators, the educated minimal S1 / D4 and competent teaching agent as evidenced by ownership teaching certificate after being passed the competency test "(Masnur Muslich, 2005: 5). basically the teachers who have been certified show that professional teacher. To be a professional, a teacher is required to have five of the following:

- 1) Has a commitment to the learner and the learning process is
- 2) deeply Mastering the material / subjects that are taught and how to teach it to learners;
- 3) Responsible for monitoring the study of students through various means of evaluation;
- 4) Being able to think systematically about what he does and learn from the experience;
- 5) Should be a part of the learning community within the profession (Supriya, in Mulyasa 2007).

Discipline is the operational functions of human resource management is most important because the better the employee work discipline, the better the performance that can be achieved. Without good discipline, it is difficult for the organization to achieve optimal results. Discipline is the main factor that is required as a warning against an employee who does not want to change the attitudes and behavior. So that an employee is said to have good

discipline if these employees have a sense of responsibility towards the tasks assigned to him. Disciplinary action should be the same to employees of implementation. Here in disciplinary action apply to all, not select, sort and show partiality to anyone in violation will be penalized the same discipline including for managers or leaders, because leaders should set an example to subordinates.

Discipline denotes a condition or deference there is on the employee to the company rules and regulations. According Siagian (2011: 230) a good form of discipline will be reflected in an atmosphere that is:

1. The high sense of caring employees to the achievement of corporate objectives.
2. The high spirit and morale and initiative of employees to do the job
3. amount of sense of responsibility of the employee to carry out its duties as best as possible.
4. The development of a sense of belonging and a sense of solidarity among employees.
5. Increased efficiency and productivity of employees

According Jalaluddin Harun Nasution, religiosity is derived from the word religion (Latin) or *relegre* means collecting and reading. Then *religare* means binding (Jalaluddin, 2007: 12). Religiosity in Nashori and Mucharam is how much knowledge, how sturdy confidence, how the implementation of worship and faith, and how deep appreciation of religion. In depth Chaplin said that religion is a complex system that consists of trust, confidence which is reflected in the attitude and carry out religious ceremonies with the intention to be able to relate to God (Ahmad Thontowi, 2004: 3).

Mature religiosity is the decisive factor in the formation of character and personality of the teacher. Substantially religiosity has contributed in providing the motivation for teachers to practice the values of religious beliefs (monotheism) and *akhlakul karimah* in everyday life. Therefore religiosity sufficient in themselves teachers will be able to form the motivation and creativity of the teacher's performance.

Based on some opinions on the above, it can be concluded that religiosity is someone understand and appreciate the process of religion in his life which includes beliefs, religious practices, experience, knowledge, religion and the practice of religion in his life.

According Jalaluddin Rahmat, religious person consists of five aspects, namely: (1) ideological aspect is a set of beliefs (belief) that provides the premise aksistensial. (2) The

ritualistic aspect is the implementation aspect of ritual / worship of a religion. (3) is to be affective experiential aspect: emotional and sentimental involvement in the implementation of religious teachings, which carries on the religious feeling. (4) The intellectual aspect is religious knowledge: how far the level of religious literacy followers of religion are concerned, the level of interest for studying religious faiths. 5). Consequential aspect is also called social aspect. This aspect is the social implementation of the implementation of religious teachings that can explain the effect of the religious teachings of the work ethic, caring, brotherhood, and so forth.

Employee performance is the work of individuals within the organization. While the performance of the organization is the totality of the work that has been achieved by an organization (Nawawi, 2015: 212). Meanwhile, according Suntoro (in Nawawi, 2015: 212) suggests that the performance (*performance*) was the work achieved by a person or group of people within an organization in accordance with the authority and responsibilities of each in order to achieve the objectives of the organization in question legally, there breaking the law and in accordance with moral and ethical.

Performance measurement in organizations is not a new activity. Every organization working almost a year, and task execution unit, has been programmed to collect information in the form of periodic reports (quarter / semester / year) on the implementation of the basic tasks and functions. But unfortunately, this report is focused on the input (feedback).

Framework Concepts research

This begins with the measurement of the variables of teacher certification, work discipline and religiosity on performance. linkage variables can be seen from some of the previous research. Nur Baeti research results (2015) Certification is positive and significant impact on teacher performance Sma Negeri In Sleman; Teguh Supriyanto (2016) There is the influence of religiosity on teacher performance Elementary School Giriwoyo Se-District of Wonogiri, while Kaliri (2008) states that the Discipline Work and Work Motivation Positively and significantly to the performance of high schools in the District Teacher Pamalang. Variable Certification, Work Discipline and Religiosity has a significant influence on performance.

The conceptual framework of this research can be seen in detail in Figure 2.1.

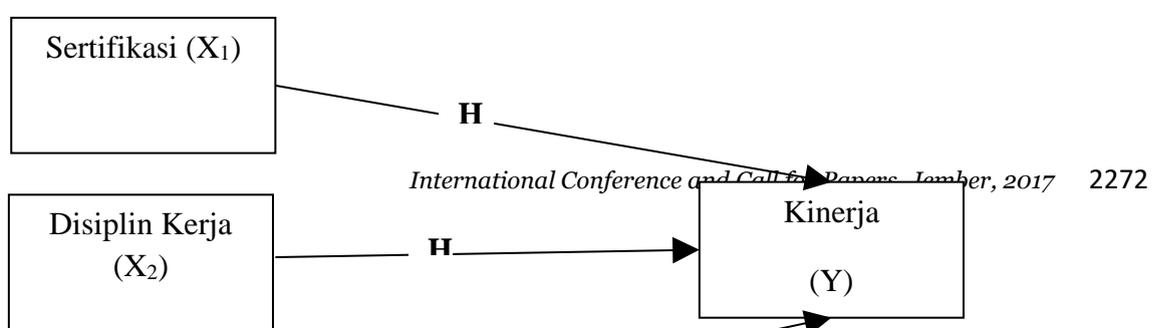


Figure 2.1

Framework Concepts Research Effect of Teacher Certification, Work Discipline and Religiosity on Performance

Description:

- Effect of simultaneous variables Teacher Certification, Work Discipline and Religiosity on the performance of Teacher Education Institutions Al Amien
- Effect of simultaneous variables Teacher Certification, Work Discipline and Religiosity the performance of the Teacher Institute Al Amien Education

Hypothesis formulation

of hypothesis formulation is part of a step in a study. But be aware that not every research should formulate hypotheses. The hypothesis is a temporary answer to the formulation of research problems, where the formulation of research problems has been expressed in the form of a statement Sugiyono (2009: 64). On the basis of previous studies, can be formulated the first hypothesis as follows:

1. Teacher Certification, Work Discipline and Religiosity simultaneously affect the Teacher Performance In Institutions of Al Amien
2. Teacher Certification, Work Discipline and Religiosity partially affect the Teacher Performance In Institutions of Al Amien

Study research Accomplished

one of the most important role in a previous study that the research is the study of the results - the results of previous studies. Results - results of these studies can be used as a basis of

comparison to the research conducted. The previous study used as the basis of the studies summarized in Table 2.1:

Table 2.1 Research Accomplished

No.	Researcher (years)	Variable Research	Data Analysis Methods	Results
1	Nur Baeti (2015)	Certification, Performance	Path Analysis (Path Analysis)	Certification positive and significant impact on teacher performance Sma Negeri In Sleman.
2	True Supriyanto (2016)	Religiosity, Work Motivation, Teacher Performance	Regression Analysis	There is the influence of religiosity on teacher performance Elementary School Giriwoyo Se-District of Wonogiri
3	Kaliri (2008)	Work Discipline, Work Motivation, Performance	Regression Analysis	Work Discipline and Motivation Work Positively and significantly to the performance of high schools in the District Teacher Pamalang.

Source: Nur Baeti (2015), True Supriyanto (2016), Kaliri (2008)

DISCUSSION

Education is a long-term investment and is key to a country's future in order not to lag behind civilization. Education is expected that a modern and quality education to be able to create the next generation of intelligent nation and intellect. The purpose of education is based on Law No. 20 of 2003 on National Education System (UUSPN), Education is a conscious and deliberate effort to create an atmosphere of learning and the learning process so that learners are actively developing his potential to have the strength of a spiritual, religious, self-control, personality, intelligence, character and skills needed him, society, nation and state.

To support the educational goals accordance with the mandate legislation, the government has implemented a program to improve the welfare of teachers in the hope to increase the professionalism of teachers. One is a teacher certification program. Teacher certification is an effort to improve teacher quality through improving the welfare of teachers who are expected to improve the performance of teachers, so that the program is in the long term can have an impact on increasing the quality of education in Indonesia on an ongoing basis.

Another factor that can influence the performance is the work discipline. Discipline has a very important role in directing human life to achieve his goals and success in work, because without discipline then the person does not have a benchmark of what is good and bad in his behavior. Therefore, discipline should be instilled continuously to the teacher to create a habit of behaving in a disciplined manner for all teachers. So that the behavior of this discipline will improve the performance of teachers themselves.

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CONCLUSION

A teacher must have a very big role in education. his back burdened with a responsibility for the quality of education. Thus the professionalism of a teacher must be followed by the discipline of work and level of religiosity of teachers in developing curriculum in the school of character. It aims to build the character of students intelligent and polite through skill development both intellectually and spiritual. In realizing this goal required performance high teacher such as determined by the level of professionalism of teachers followed by improving teachers' welfare through the certification has, discipline in work which is indicated by the level of high attendance and religiosity teachers means that teachers must have an understanding that the teaching profession is not merely -mata as a way to improve the economic well-being, but rather a form of devotion to get a much greater reward from Allah.

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