

Improving Teacher Performance Through Education and Training

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Abstract. Teachers are the main factor that determines the success of students. The purpose of this study is first, to find out the problems of teachers of Private Aliyah Madrasah in Semarang Regency related to education and training, and the second solution is to overcome teacher problems related to education and training in teachers of Private Aliyah Madrasah in Semarang Regency. This research is qualitative research with a descriptive approach. The data collected is in the form of words or images from interviews, field notes and personal documents. The research was carried out at a Private Aliyah Madrasah in Semarang Regency. The stages of the research include making observations, determining key persons, informants with snowballing techniques. The subjects of the study were the heads of madrasahs and teachers in 11 Private Aliyah Madrasah in Semarang Regency. Data collection uses interviews, observations and documentation. Data analysis starts from data collection, data reduction, data presentation, and conclusion drawn. The results of the research, first, the problems of teachers of Private Aliyah Madrasah in Semarang Regency related to education and training are 1) teachers have not been able to participate in education and training, 2) teachers have not been able to fully implement the results of training because school facilities are not supportive, 3) teachers are busy with full teaching hours and administrative tasks at school, 4) teachers do not want to develop themselves by learning because they are busy with work or for health reasons 5) lack of intensive coaching and motivation from school leaders. Second, the solution to overcome the problems of teachers in Private Aliyah Madrasah Semarang Regency related to education and training is 1) the need for equal distribution of teachers to participate in education and training. 2) school infrastructure needs to be improved, especially internet and library facilities, 3) teachers are not burdened with many administrative tasks, 4) the need for teachers' awareness to develop themselves. 5) School leaders provide intensive coaching and motivation to teachers.

Keywords: teacher performance, education and training

INTRODUCTION

Teachers have an important role in improving human resources. Human resources are the key to the success of a nation's development. Therefore, the development of human resources must be directed to have a creative, innovative, productive and professional work ethic (Nasfi, 2020). Human resource development can be done by improving the quality of education. Any effort made to improve the quality of education will not make a significant contribution without the support of professional teachers. In other words, improving the quality of education must start from teachers.

The development of science and technology requires teachers to master matters related to science and technology in the learning process. Teachers must be skilled in using technology, so that their students are not smarter. Teachers must not be left behind in technology ((Mutia et al., 2023). Teachers must be active, creative and innovative. Therefore, teachers must always be ready to master certain technology-based sciences. Teachers must have broad insights, master learning materials, be creative, innovative and communicative.

To become an active, creative and innovative teacher, education and training are needed.

Teachers as learning agents need various types of training to support the effective teaching and learning process (Faosisokhi Telaumbanua et al., 2024). Training is essentially the process of building the nation's civilization. And therefore education must rest on the concept of growth, development and renewal, so that the implementation of education must be managed dynamically and professionally. Given its important and very strategic role in the process of building the nation's civilization, this field must have a steady system to be able to answer the needs of the community and the challenges of the times (Azizah Indriyani, 2020).

Teacher performance can be improved through education and training. Education and training have a positive impact on improving teachers' performance in carrying out their duties. With education and training, teachers' knowledge and skills will develop and can improve their performance (Faosisokhi Telaumbanua et al., 2024). However, in the field, the reality is often different. Teachers of Private Aliyah Madrasah in Semarang Regency experience several problems related to education and training. Based on the above background, this study tries to explain the

problems that arise and find solutions.

Teacher Performance

Teachers are the main agents of learning activities, greatly determining the success of learning. Because of this role, teachers are required to have high performance (Yasir). Performance is the work that has been achieved by a person based on time and standardization that is adjusted to the type of work based on ethics and norms set by the organization. Performance is the success and ability of teachers in carrying out learning tasks which include 1) the ability to prepare learning plans, 2) the ability to carry out learning, 3) the ability to carry out personal relationships, 4) the ability to carry out learning outcome assessments, 5) the ability to carry out enrichment programs, 6) the ability to carry out remedial programs (Maulid, 2016)

Performance can be interpreted as the level of success of teachers in carrying out educational tasks with their duties, responsibilities, and authorities based on performance standards that have been set during a certain period to achieve educational goals (Syamsuddin & Ferawati, 2019).

Mulyasa explained that efforts made to improve teacher performance include 1) holding training to increase skills and insight for teachers, 2) school leaders must move the team to work more actively, encouraging teachers to be disciplined in time (Mulyasa, 2009). By implementing proper work management, schools can optimize the performance of teachers and students, achieving better educational goals (Fadilla et al., 2024)

Teachers as professionals need to be coached continuously and continuously. Teachers need to be considered, appreciated and recognized for their professionalism. To make them professional, it is not only necessary to improve their competence both through the provision of training, training and the opportunity to learn again, but it is also necessary to pay attention to teachers from other aspects. This can be done by increasing discipline, providing motivation, providing guidance through supervision, providing incentives, and decent salaries with their professionals so that teachers can be satisfied in working as educators. One of the factors that is a benchmark for school success is the performance of teachers in teaching (Syamsuddin & Ferawati, 2019).

Education and training

Education and training is a planned effort by organizations to facilitate employee learning of competencies related to work (Dahlan et al., 2020). Furthermore, according to Sofyandi, training is an effort to improve the knowledge and ability of employees to carry out their work more effectively and efficiently. A training program is a series of programs designed to improve the knowledge and abilities of employees in relation to their work, training program effectiveness is a term to ensure whether the training program is carried out effectively in achieving the specified goals (Sofyandi, 2013).

From the opinions of these experts, it can be concluded that education and training is a program that is expected to provide stimulation or stimulus for a person to be able to improve their abilities in certain jobs, gain general knowledge and understanding of the entire organizational work environment so that employees can be competent in doing their work.

In general, training aims to provide opportunities for personnel to improve their abilities and skills, especially in areas related to leadership or managerial skills needed to achieve organizational goals. According to Beach in Sofyandi, the purpose of training is to acquire skills faster, improve work performance, help solve problems that arise and prepare employees to acquire expertise in certain fields needed by the company (Sofyandi, 2013). With the training, it is hoped that the employees will have high abilities and knowledge so that the employees will be more valuable to the company (Sofyandi, 2013)

According to Simamora's opinion, the benefits obtained from holding training are improving the quality and quantity of productivity, reducing learning time, creating loyalty, reducing the cost of work accidents and improving employee competence (Simamora, 1995).

The indicators of training according to Rae in Sofyandi (2013:131) are: the content of the training program is the content of the relevant training program and according to the training needs, the training method is in accordance with the learning style of the trainees, the attitude and skills of the instructor, the length of training time and training facilities.

So there is an indirect relationship between training and performance. Procton & Throuton (1983:13) states that training is a conscious act in promising the teaching and learning process. The

Procton & throughton statement hints that in training there is always a teaching and learning process. In the teaching and learning process, it is always sought that the trainees who did not know become knowledgeable, and those who were initially unskilled after the training became skilled. Skilled people, of course, their work performance will increase. So there is an indirect relationship between training and performance (Procton John, Thomton, 1983).

Based on the opinion above, it can be stated that training is the process of engineering a person's behavior in such a way in terms of knowledge, attitude and skills to improve the quality of his work optimally as a result of the demands and development of the environment. Teachers as professionals need to receive continuous coaching. One of the factors that is a benchmark for school success is teacher performance (Syamsuddin)

METHODS

This research is a qualitative research with a descriptive approach. The data collected are in the form of words or descriptions from interviews, field notes and personal documents(Moleong, 2002). This research is able to capture a variety of qualitative information with descriptive meaning, which is more valuable than just a statement of numbers or frequencies in the form of numbers. The research was carried out at a Private Aliyah Madrasah in Semarang Regency. The stages of the research include: making observations, determining key persons, informants with snowballing techniques. The subjects of the study were the heads of madrasahs and teachers in 11 Private Aliyah Madrasah in Semarang Regency.

The research data collection techniques are (1) *Interview*, this interview method aims to obtain data or information from respondents about problems and solutions related to teacher education and training. This research also uses focus group discussions to complete data on the condition of madrasah heads and teachers. Data mining through this discussion is intended so that researchers can collect data from the results of sharing informant experiences. (2) *Observation* This method is carried out by direct observation and indirect observation of the object being studied. Direct observation was carried out by researchers to obtain data related to the real and detailed picture of the madrasah, as well as about the state of teachers regarding education and training. Meanwhile, indirect observations were

carried out to obtain data on the perception of school principals towards teacher problems that arise in providing solutions to teacher problems. (3) *Documentation*, The documentation method is used to search for data on matters in the form of notes, writings, archives or documents. Records and writings in the form of government regulations, journals and records of madrasah heads as well as madrasah profiles. The document is used as supporting data in this study. Qualitative data analysis in this study uses flow model data analysis which includes data reduction, data presentation and conclusion making(Matthew B Miles, 1994).

RESULTS AND DISCUSSION

Problems of teachers of Private Aliyah Madrasah in Semarang Regency related to education and training and their solutions

Teachers have an important role in improving the quality of education of a nation. Improving the quality of education must start from teachers. Teachers as professionals have a very important role in achieving the goal of national education, which is to create competitive and intelligent human beings. Educational institutions must answer the challenge of equipping students with life skills to thrive and excel(Muslimin & Fatimah, 2024). Therefore, the teaching profession must be developed as a dignified profession according to the mandate of the Law on Teachers and Lecturers. The development of the teaching profession is important so that it is always considered to anticipate changes and demands on teachers, especially in mastery of science and technology.

Teacher performance is an important factor in ensuring the quality of education. Teacher performance is a measure of the teacher's ability to carry out his duties and responsibilities. Performance is a result of work achieved by a person in carrying out his duties which is based on seriousness.

In an effort to improve teacher performance, schools must pay attention to factors that can improve the teacher's performance in developing all their potential. One way to do this is to participate in education and training (Dahlan et al., 2020).

Teacher performance will increase due to education and training. Education and training provide opportunities for teachers to gain new skills, insights, knowledge, and attitudes that can change their behavior which will then improve

performance and have an impact on student learning achievement. As educators, teachers must have a comprehensive understanding of their roles and responsibilities as well as the necessary skills (Pitriani). With training, teachers' knowledge insights increase and can be applied to students in classroom learning. Teachers' success in learning is influenced by teacher performance (Dahlan et al., 2020)

Education and training are one of the factors that can shape a person's quality. In an organization, it is necessary to involve human resources in education and training activities. Education and training are expected to achieve other results than modifying employee behavior at work. This needs to be supported organizationally with goals such as faster and more efficient service improvements, improved quality and more effective personal relationships between others (Azizah Indriyani, 2020).

Improving the performance of madrasah teachers must continue to be carried out because most of the competencies of teachers at the primary and secondary education levels are still low (Yasin, 2022). The improvement of the performance of teachers of Private Aliyah Madrasah in Semarang Regency through education and training has experienced several problems, namely 1) the uneven number of teachers to participate in education and training, usually training is only attended by teachers who are classified as senior or who have been certified. Senior teachers often participate in training while junior teachers rarely 2) teachers have not been able to fully implement the results of training because school facilities are not supportive, for example, internet facilities are not smooth, libraries with modest conditions. Due to the limitations of infrastructure, not all training results that teachers have participated in can be applied in schools. 3) Teachers are busy with full teaching hours and administrative tasks at school. In addition to teaching, teachers are still burdened with administrative tasks that are not light. 4) Teachers do not want to develop themselves by studying because they are busy with their work or for health reasons due to old age. As if they were tired and wanted to rest more. 5) lack of intensive coaching and motivation from school leaders.

The solutions offered to overcome the above problems include 1) the need for equitable distribution of teachers to participate in education and training, both senior teachers and junior teachers. 2) School infrastructure needs to be improved, especially internet and library facilities.

3) Teachers are not burdened with many administrative tasks. 4) the need for teacher awareness to continue to develop themselves. 5) School leaders provide intensive coaching and motivation to teachers.

CONCLUSION

Teacher performance is an important factor in improving the quality of education. Teacher performance is a measure of the teacher's ability to carry out his duties and responsibilities. One of the efforts to improve teacher performance is through education and training. With education and training, knowledge insights, innovation, and teacher skills increase so that it will improve performance and have an impact on student learning achievement.

The problems experienced by teachers of Private Aliyah Madrasah in Semarang Regency are 1) the uneven number of teachers to participate in education and training, usually training is only attended by senior teachers. 2) Teachers have not been able to fully implement the results of training because school facilities are not supportive, for example, internet facilities are not smooth, libraries with modest conditions. 3) Teachers are busy with full teaching hours and administrative tasks. 4) Teachers do not want to develop themselves by studying because they are busy with work or for health reasons due to old age. 5) lack of intensive coaching and motivation from school leaders. Regarding these problems, the solutions offered are: 1) the need for equal distribution of teachers to participate in education and training for both junior and senior teachers. 2) school infrastructure needs to be improved, especially internet and library facilities 3) teachers are not burdened with many administrative tasks. 4) teachers are not burdened with many administrative tasks 5) school leaders provide guidance and motivation to teachers intensively.

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