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Profile of physical education teacher personality competency

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ABSTRACT

The physical education teacher's personality competency is still classified as low and needs to be improved so that student comfort during learning becomes better. The learning process that occurs in the classroom and outside the classroom should take place in a fun way, to realize this, it is necessary to have a teacher who has a good personality. This study aims to determine the level of competence of the sports teacher's personality from the point of view of the principal's assessment. This needs to be known to add insight into the competence of the teacher's personality from various existing points of view so that the understanding of the competence of the teacher's personality can be more in-depth. Survey research was conducted to see the principal's assessment of the sports teacher's personality competence. The population in this study were all public elementary school sports teachers in Kerinci Regency, amounting to 228 people. The sampling technique in this study used a simple random sampling technique so that 50 people were selected as samples. Data on the personality competence of sports teachers in this study were collected using a questionnaire. The results of this study indicate that the level of competence of the sports teacher's personality based on the principal's assessment is in the sufficient category. So sports teachers, school principals, and the government need to make programs so that the personality competencies of sports teachers can increase.



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Introduction

Everyone needs education because education can never be separated from human life, be it formal, informal, or non-formal. The family is the first institution where a child gets an education, from parents to their children. When they grow up and have a family they will also provide education to their children. Likewise, in schools and colleges, teachers and lecturers will always provide education to students and students. Education is the main factor in the formation of the human person. Education plays a very important role in shaping the good or bad of the human person according to normative standards. Realizing this, the government is very serious in dealing with the field of education, because with a good education system, it is hoped that the next generation of quality will emerge and be able to adapt to live in society, nation, and state. Educational reform is a response to the development of global demands as an effort to adapt the education system to develop human resources to meet the demands of the times along with the development of Science and Technology (Sujana et al., 2018). Efforts to improve the quality of education have been carried out by many regional and central governments. Improvements to the curriculum and learning models that must be applied by teachers in teaching continue to be recommended by the government so that the learning process in schools can take place with good quality. The quality of education is a problem that the government is constantly striving to improve. Quality

control of education is the quality control of human resources (Human Resources) in the system. To find out this control, information is needed about the condition of students, whether there are changes, whether teachers are functioning, and whether the school supports the implementation of educational programs so that the results can be achieved optimally. Improving the quality of education in Indonesia must be following the ideals of the Indonesian nation, namely to realize general welfare and educate the nation's life which is strongly influenced by educators. Educators have an important role in realizing the ideals of the Indonesian nation. Therefore, teachers are educators who are directly involved in teaching students in schools and have a big responsibility in the teaching and learning process, it is the teacher who determines the success or failure of achieving learning goals in schools.

Being a professional teacher is not enough just to be able to understand the subject matter in-depth but also to be accompanied by a good personality, this is because students do not only see the ability of the teacher in terms of knowledge but students will also imitate the values honesty and discipline that exist in their teachers. Personal competence is very important for teachers to have because teachers are people their students will imitate. If the teacher does not have a good personality, then the teacher may take actions that are not good for students at school, such as hitting students and even committing acts of sexual abuse against their students. Such cases may continue if the teacher does not have good personality competencies. According to Hasiholan (2019) as a teacher at school, all the actions shown will be imitated by the students, if bad things are exemplified then the students may do even worse things than what the teacher did. Therefore, all words and actions that will be carried out should be carefully thought out in advance so as not to cause regret in the future. Teachers who do not think about the consequences of their bad actions will reduce the respect of others for them, therefore teachers should not do things that are not commendable either in the school environment or in the community. The personality of a good teacher will be reflected when the teacher guides his students, the better his personality, the better his dedication to students and other teachers (Manan, 2018). The teacher should be a role model at school.

According to Lase (2016), personality competence is a competency that is inseparable from the other three teacher competencies. Professional, pedagogic, social and personality competencies must be possessed by professional teachers. Teachers must be able to carry out and have a strong desire to carry out these four competencies. Personality competence is the ability possessed by teachers in carrying out their duties as a teacher at school which is reflected in their attitudes and behavior at school. Personality competence also has the meaning of the teacher's ability to provide examples to his students. Personality competence is the key to building good student character. the ability of teachers in the teaching and learning process as well as the ability of teachers to overcome all possible problems that will occur during teaching are characteristics of competent teachers. Countries that have good quality education are countries that have professional teachers. Teacher competence is the key to improving human resources in the country so if a country wants to improve the quality of its human resources, the way is to increase the competence of teachers in that country.

A qualitative study has been conducted, and the findings of his research reveal that one of the efforts that can be made by school principals to improve teacher personality competence is by providing examples and creating conducive school conditions full of civilized values. A religious school atmosphere will have an impact on the personality of the teachers in the school. The school atmosphere which is always in conducive condition and the attitude of the principal who is always authoritative and friendly has indirectly had an impact on changing the attitudes of the teachers at the school. Other studies examine the collar of government policies. To increase teacher professionalism, sometimes the government makes new standards that will change the way teachers learn and everything that teachers will do to meet the standards set by the government so that in the end it will increase the competence of teachers in the country. Qamila et al., (2021) in their research explain that the good and bad work performance of the state civil apparatus (ASN), especially teachers are influenced by their professionalism. A survey conducted by Haryanto et al., (2021) regarding the performance of sports teachers shows that teacher performance is still not optimal so it is necessary to find a way out so that the performance of sports teachers can improve.

From several studies that have been conducted previously, no research has been found that reveals the personality competencies of teachers from the point of view of the principal, so this data needs to be explored so that the understanding of the personality competencies possessed by teachers becomes wider from various assessment points of view. is to find out how the level of competence of the sports teacher's personality based on the principal's assessment.

Method

The quantitative approach is used in this research to reveal the data on physical education personality competency and the method used in this study is descriptive. The data was collected using a questionnaire distributed to 50 principles chosen as a sample in this study. Before the questionnaire was distributed to the

sample for collecting data, the researcher tested the validity and reliability and doing some corrections to those statements that were invalid. After all of the statements in the questionnaire were valid and reliable the questionnaire was given to the sample. The statistical analysis used in this research was descriptive

Table 1. Instruments for Teacher Personality Competency Variables

Variable	Dimension
Personality competency	Steady and stable personality
	Mature personality
	Wise personality
	Authoritative personality
	Have a noble character and can be a role model

Results and Discussions

Personality competency variable data were collected through a questionnaire (questionnaire) to 50 respondents. From the results of data processing, it can be seen that the highest score of PJOK teacher's personality competency level is 95 and the lowest is 59, the average score of PJOK teacher's personality competency level is 78.44 with a standard deviation of 7.49.

Table 2. Frequency Distribution of Personality Competency Scores

Score Range	Frequency	Percentage	Category
67	5	10	Very low
68 – 75	10	20	Low
76 – 82	23	46	Enough
83 – 90	9	18	Tall
91	3	6	Very high
Amount	50	100	

Source: Processed by Ms. Excel

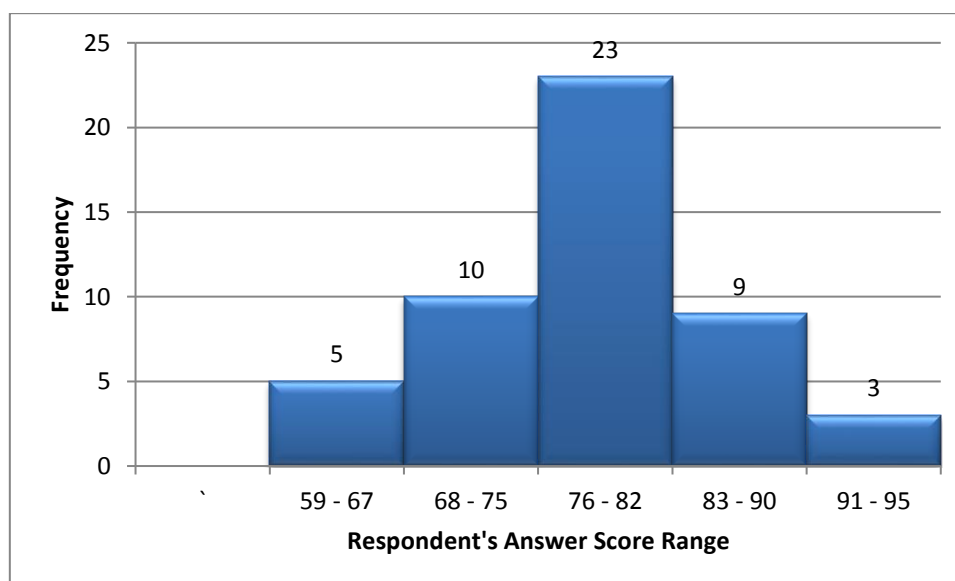


Figure 1. Histogram of Physical Education Teacher Personality Competency Level

Based on the results of the research that has been described in the research results section, the level of professional competence of sports teachers based on the principal's assessment is in the fairly good category. The results of descriptive data processing show that the personality competencies of sports teachers in general (46%) are classified as quite good. The results of this study are in line with the findings of research conducted by Anwar (2011) which explains that the level of teacher personality competence is good, this can be seen from several existing indicators such as good teacher integrity, and good interpersonal skills and established emotional stability. Razak & Maulidya (2018) revealed that improving the personality of the teacher, it can be done by increasing the emotional intelligence of the teacher. Emotional intelligence is the main capital to building teacher personality competencies. Teachers are expected to continue to actualize their good emotions. Other research results reveal that personality competence and three other teacher competencies will increase students' achievement motivation. Students will have good achievements when they are taught by teachers who have a good understanding of learning materials and are also able to create innovative learning processes. The attitude of the teacher and the way he socializes with students will greatly contribute to the achievement motivation of the students. With the relationship between these variables, the government should pay attention to teacher competence and provide strong support so that teacher competence in Indonesia is increasing.

Personal competence must be continuously improved by teachers because this has a relationship with the teacher's job satisfaction. Teacher job satisfaction is also an important thing because teachers who are satisfied with what they are doing will not feel bored with the work they are doing and can continue to be enthusiastic in teaching, besides that teachers will also be more active and diligent in carrying out their obligations as a teacher. Safitri (2020) explains that if the approach taken by the teacher is good enough by interacting directly with students and the teacher can understand the needs and adapt to the circumstances of the students, students will be happy in learning. Teachers must be able to understand the characteristics of students and need a better approach. Teachers must also try to understand the characteristics of students who have diverse backgrounds in each student. Teachers who only apply a monotonous approach in every learning process, namely lectures, questions and answers, reading and writing, memorizing, moving forward, because the infrastructure, media, and teaching aids owned by the school are still very lacking will result in boredom for their students. Teacher exchange is one of the efforts that can be taken by the government to improve the ability of teachers. Personality competence has an important role in supporting teacher performance, therefore for teacher performance to continue to be improved, the teacher's personality must also be improved.

Personality competence will affect students' learning motivation. Students who are taught by teachers who have good personalities will feel happy so their learning motivation increases. The level of personality competence possessed by teachers is also quite good. The quality of learning will be maintained with the professionalism of the teacher, because the learning situation will continue to change, during the covid-19 pandemic, for example, if a teacher cannot adapt to technology-based learning media, it will be difficult to carry out learning, this is due to During the pandemic, the learning process can only be done through virtual face-to-face while learning that takes place directly in the classroom is not allowed by the government so that the ability of teachers to find other alternative ways to still be able to convey material properly is questioned in difficult situations like this. Professional teachers will be able to find other ways to continue teaching, for example by using online learning, besides that teachers should also be able to access learning resources that come from the internet. internet properly so that the teacher is rich in existing references which will also lead to an increase in the quality of knowledge possessed by his students at school. The research above shows that the teacher's personality competence has an important role in the formation of student character. The teacher as a role model/actor must have personality competence because the formation of student character is strongly influenced by the teacher's personality competence. The transformation of noble values can be given through education, but these values will be effective if they are in tune with the personality of the teacher. This means that the value transformation will fail if the reflection of teacher behavior tends to be contradictory.

Conclusions

The physical education teacher's personality competency is pretty good. Further research is needed to find out what factors improve the character of teachers to ensure optimal education in Indonesia. To be able to further improve the quality of education in Indonesia in the future.

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