

Efforts to Improve Teachers' Teaching Performance at SMAN 4 Medan

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Abstract. *In achieving good education knowledge is strongly influenced by the performance of teachers in carrying out their duties so that teacher performance becomes an important demand to achieve the success of educators. The purpose of this study was to determine the efforts in improving the teaching performance of teachers at SMAN 4 Medan. This type of research is descriptive qualitative research with literature study research method. The results of this study explain that the factors that support the performance of teachers of SMAN 4 Medan such as, the effectiveness and efficiency of the performance of teachers of SMAN 4 Medan is less supportive of the learning system applied, Orientation and Responsibility of teachers of SMAN 4 Medan giving assignments/activities to their students is considered less on target, discipline in punctuality and work discipline, the initiative of teachers of SMAN 4 Medan in carrying out their duties is considered less good enough but teachers as much as possible carry out their goals as a teacher by always thinking positively and trying to attract students' interest in learning. Efforts to improve teacher performance can be done by coaching, supervising teacher work, providing motivation, and evaluating teacher performance.*

Keywords: *Teacher Teaching Performance, Efforts to Improve Teacher Performance, Education*

INTRODUCTION

Teachers are an important role in schools for students who are still in vocational schools. Teacher performance is very influential in the teaching and learning process at school, such as how the teacher teaches can be seen from how to deliver material to students so that students can understand the material provided. In achieving good education knowledge is greatly influenced by the performance of teachers in carrying out their duties so that teacher performance becomes an important demand to achieve the success of educators (Sutedjo & Mangkunegara, 2013).

Performance is the quantity or quality of the work of an individual or group in the organisation in carrying out the main tasks and functions that are guided by the norms

of operational standards of procedures, criteria and measures that have been applied in the organisation (Indonesia, 2016). Discipline is the awareness and willingness of someone who obeys all company regulations and applicable social norms (Saputra, 2016). Discipline that reflects a person's sense of responsibility for the tasks assigned to him. Discipline is very important for teachers because it must be instilled continuously to them. With continuous cultivation, it will become a habit for them. People who succeed in their respective fields generally have high discipline. So that people who fail are generally undisciplined.

Not only discipline affects a teacher's performance, there are also other factors such as a good working environment and good travel access. Good travel access to school refers to employees, teachers and students who are happy, safe and comfortable in doing their work so that it is possible to spur teachers to work optimally, work that is done optimally will make the achievement of good work performance effectively and efficiently.

Based on the results of the author's initial observations at SMAN 4 Medan, it shows the lack of teacher performance at the SMAN, this can be seen from the lack of ability to compile lesson plans, lack of ability to carry out learning, lack of carrying out research on learning outcomes, lack of carrying out enrichment. The low performance of teachers as described above is influenced by several factors, one of which is discipline, accessibility and productivity.

The teacher discipline factor at SMAN 4 Medan can be seen from the late entry of teachers to the school as the operational hours determined by the school. Late teachers who enter the class after the break time is over make the class empty and the students are in the school canteen. The consequences of teachers entering the class late involve other classes that are conducting the teaching and learning process not concentrating and feeling uncomfortable because the class is empty and noisy.

LITERATURE REVIEW

Discipline

Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behaviour and as an effort to increase a person's awareness and willingness to obey all company regulations and applicable social norms (Syahrin, 2021).

Discipline is the awareness and willingness of someone who obeys all company regulations and applicable social norms. Discipline that reflects a person's sense of responsibility for his duties assigned to him. This encourages passion for work, work enthusiasm, and the realisation of company, employee and community goals (Abas, 2017).

Accessibility

Accessibility is a measure of how easy it is to reach from other locations through the transport system. Measures of reachability or accessibility include ease of time, cost, and effort in travelling between places or areas.

Accessibility is a location that is traversed or easily reached by public transport facilities (Wardhana et al., 2022). Indicators of accessibility are: distance: access to the location, transport: traffic flow. The level of accessibility can be measured by the availability of transport and by a short distance of achievement. In addition to the distance factor, the level of ease of achieving goals can also be influenced by other factors, such as the travel time factor, the cost or travel cost factor, the land use intensity factor, and the income factor of the person travelling (Hidayat et al., 2023).

Work Productivity

Technically, productivity is a comparison between the results achieved (output) and the overall resources required (input). Productivity implies a comparison between the results achieved and the role of labour per unit time (Budianto & Kumalasari, 2016).

According to Kussrianto in Sutrisno, suggests that productivity is a comparison between the results achieved (output) with the role of labour per unit time. This labour participation is the use of resources and is efficient and effective (Sodik et al., 2019).

Productivity is the ratio between the results achieved and the overall resources used (E. P. Widoyoko, 2009). Productivity is a mental attitude that always has the view

that the quality of life today must be better than yesterday, and tomorrow is better than today (Rohman, 2020). The same thing was stated by Sinungun, productivity includes a patriotic mental attitude that looks optimistically at the future rooted in self-belief that today's life is better than yesterday and tomorrow is better than today. The definition of productivity according to both opinions is oriented towards mental attitudes, work motivation that is actualised in individual performance (Efendi, 2019). Based on the opinions of several experts as above, it can be concluded that work productivity is a measure of the comparison of the quality and quantity of a person's labour in a unit of time to achieve results or work performance effectively and efficiently with the resources used (Lubis & Miranti, 2023). Work productivity has two dimensions, where the first is effectiveness, referring to the achievement of maximum work (related to quality, quantity and time). The second is effectiveness, relating to efforts to compare inputs with the reality of their use.

Teacher Performance

The word performance has a broad meaning, because it relates to the behaviour of individuals in carrying out their work, performance means something that is achieved, achievements shown, and work ability (Afrilia, 2014). Performance is a form of behaviour of a person in an organisation with an achievement orientation (Ardiana, 2017).

Performance is about what is done, how to do it and the results achieved from the work (Pianda, 2018). Performance is the result of work that has been achieved by someone in an organisation to achieve goals based on standardisation or size and time adjusted to the type and in accordance with established norms and ethics (Kania Teja Utari, 2019). explained that teacher performance is the real result in quality and quantity obtained by a teacher in carrying out his duties in accordance with the responsibilities given to him which includes preparing learning programmes, implementing lessons, conducting evaluations and analyzing evaluations (Putra, 2017) teacher performance is a condition that shows the ability of a teacher to carry out his duties at school and describes the actions displayed by the teacher during learning activities (Juniarti et al., 2020).

RESEARCH METHOD(S)

This type of research is descriptive qualitative research with a literature study research method through literature studies sourced from journals of previous research results (Kurniawan, 2014) related to the title, also through access to data obtained from the website as an information publication. Qualitative descriptive research can be interpreted that the researcher is the key instrument where data collection techniques are carried out by combining and analysing data inductively (Sugiyono, 2012) so as to produce and process descriptive data such as narrating the results of interviews and or observations.

FINDINGS AND DUSCUSSION

Teacher performance is very influential in the teaching and learning process at school, there are several things that support the performance of SMAN 4 Medan teachers such as:

1. Effectiveness and Efficiency, effectiveness is a measure indicated by the fact that the person's objectives can be achieved in accordance with the planned needs. Efficiency is related to the amount spent in an effort to achieve the goal.

In this case, the effectiveness and efficiency of the performance of teachers of SMAN 4 Medan is less supportive of the learning system applied by SMAN 4 Medan. In other words, teachers of SMAN 4 Medan lacked abilities such as: mastering theoretical knowledge about learning and human behaviour, showing attitudes that support the teaching and learning process and human relations that are not engineered, mastering knowledge in the subjects to be taught and having technical skills about learning that make it easier for students to learn.

2. Orientation and Responsibility, Authority is the nature of a communication or order in an activity of another organisation to carry out an activity in accordance with its contribution (contribution of energy). The order states what can be done and what cannot be done in the organisation concerned (Rangkuty et al., 2021). Authority can also be interpreted as the authority a person has to order others to carry out the tasks assigned to each person. In this case, the teacher of SMAN 4 Medan gives tasks/activities to his students that are not on target. While the responsibility is an inseparable part or as a result of the leadership of the authority.

3. Discipline In general, discipline is obeying the applicable laws and regulations. In this case, the discipline of teachers of SMAN 4 Medan is less obeying and respecting the agreement that has been applied by SMAN 4 Medan such as, covering time discipline and work discipline.
4. Initiative, initiative in this case relates to thinking power and creativity in the form of ideas to plan something related to organisational goals.

As for the initiative of SMAN 4 Medan teachers in carrying out their duties, it is considered to be quite good but teachers make the most of carrying out their goals as a teacher by always thinking positively and trying to attract students' interest in learning through creativity such as making or sending interesting videos, although not all students can enjoy it because of limitations in accessing social media, namely mobile phones, then teachers usually bring their own teaching aids and stationery when carrying out the learning process directly or offline.

In improving teacher performance, it cannot be separated from the duties, functions and responsibilities of the principal in carrying out his leadership (Rosmawati et al., 2020) as for the efforts that can be made by school principals to improve teacher performance, namely:

1. Teacher performance coaching,
2. Supervision of teacher performance,
3. Providing motivation,
4. Evaluating teacher performance

Based on the description above, it can be understood that in an effort to improve teacher performance is to conduct coaching, supervise teacher work, provide motivation, and evaluate teacher performance.

CONCLUSION AND RECOMMENDATION

The performance of teachers is basically the activities of teachers in carrying out their duties and obligations as a teacher and educator in schools that can describe their work performance. In this case, what supports the performance of teachers of SMAN 4 Medan such as, the effectiveness and efficiency of the performance of teachers of SMAN 4 Medan is less supportive of the learning system applied, Orientation and Responsibility of teachers of SMAN 4 Medan giving assignments/activities to their

students is considered less on target, discipline in punctuality and work discipline, initiative of teachers of SMAN 4 Medan in carrying out their duties is considered less good enough but teachers as much as possible carry out their goals as a teacher by always thinking positively and trying to attract students' interest in learning.

Thus, efforts to improve teacher performance can be done by coaching, supervising teacher work, providing motivation, and evaluating teacher performance.

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