

ANALYZING THE WORK PROFESSIONALISM OF TEACHERS AT SMA NEGERI 1 AMURANG TIMUR

MENGANALISIS PROFESIONALISME KERJA GURU DI SMA NEGERI 1 AMURANG TIMUR

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Abstract: Human resource management is needed to improve the effectiveness of human resources in the field of schooling, is also a process of dealing with various problems in the field of teachers to be able to support learning activities in the classroom in order to achieve predetermined goals. The purpose is to find out the work professionalism of teachers at SMA Negeri 1 Amurang Timur. This study is a qualitative method used to examine the conditions of natural objects. The result of this research is the work professionalism of teachers at this school has been fulfilled, but there are some teachers who do not meet the standards of some indicators. There are some indicator which affects their performance at work. The conclusion is several informant it can be said to be professional because it has good potential in guiding and educating students, but there are still some informant who are good teachers but cannot be said to be professional because they have not met the standards that have been set. For high school principals SMA Negeri 1 Amurang Timur need to pay more attention to discipline at school and more attention to teachers in schools who are still less productive.

Keywords: *human resource management, teachers, professionalism*

Abstrak: Manajemen sumber daya manusia diperlukan untuk meningkatkan efektivitas sumber daya manusia di bidang sekolah, juga merupakan proses menghadapi berbagai masalah di bidang guru untuk dapat mendukung kegiatan belajar di kelas dalam rangka mencapai tujuan yang telah ditentukan. Tujuannya untuk mengetahui profesionalisme kerja para guru di SMA Negeri 1 Amurang Timur. Penelitian ini menggunakan metode kualitatif yang digunakan untuk memeriksa kondisi benda-benda alami. Hasil penelitian ini adalah profesionalisme kerja guru di sekolah ini telah terpenuhi, tetapi ada beberapa guru yang tidak memenuhi standar beberapa indikator. Ada beberapa indikator yang mempengaruhi kinerja mereka di tempat kerja. Kesimpulannya adalah beberapa informan dapat dikatakan profesional karena memiliki potensi yang baik dalam membimbing dan mendidik siswa, tetapi masih ada beberapa informan yang merupakan guru yang baik tetapi tidak dapat dikatakan profesional karena mereka belum memenuhi standar yang telah ditetapkan. Untuk kepala sekolah menengah SMA Negeri 1 Amurang Timur perlu lebih memperhatikan disiplin di sekolah dan lebih memperhatikan guru di sekolah yang masih kurang produktif.

Kata kunci: *manajemen sumberdaya manusia, guru, profesionalisme*

INTRODUCTION

Research Background

Human resource management is needed to improve the effectiveness of human resources in the field of schooling. The goal is that an activity carried out at school can work effectively. Human resource management is also a process of dealing with various problems in the field of teachers to be able to support learning activities in the classroom in order to achieve predetermined goals. If it has achieved this goal it will show how schools should be able to support and develop the work professionalism of teachers in schools.

In realizing this goal also requires the existence of teachers who are full of obedience and high awareness of the duties and responsibilities based on the Pancasila and the 1945 Constitution as well as having a good and polite mentality to implement regulations made by the government and the State, the role of the teacher also determines the success and training to develop student skills.

As a distributor of knowledge, teachers must have broad insights far beyond what is needed by their students. A professional teacher must have the ability and skills in educating students and also serve the nation and state.

As a profession, the teacher does have a very important role in the field of education, the struggle of a teacher who is sweating, feeling, should get high attention and appreciation, but in the current era, the feasibility can not be felt by the teachers, especially now that there are so many regulations that must be faced by the teachers to achieve a successes to become a teacher certification (ASN). The professional teachers need special requirements that must be skills that are based on concepts and theories of depth knowledge in accordance with their profession.

The teachers must have a satisfaction level of education, and be sensitive to the social impact of the work carried out. The indicators of teachers are successes in expanding, and creating relevance of curriculum to the needs of students and the development and advancement of science and technology, more importantly able to turn potential curriculum into actual curriculum through learning processes that require a variety of expertise and professional skills in its implementation.

To be able to improve standards of good schooling not only requires reliable teachers, but professionals in the work must also get serious attention. Professional work of a teacher will affect the learning process or any activities carried out in school.

The various problems that occur in the school are the presence of some teachers who come and go home not on time and without clear reasons as well as some classes that do not carry out the teaching and learning process because of the teachers are lack of awareness of the duties and responsibilities as educators. The teachers must showing to the student about time disciplines.

An ASN teacher or certification teacher must meet the 24 hour teaching load, so that teachers who teach 24 hours do not have the time and energy to prepare well for learning. There are also teachers who seek additional teaching hours to other schools in order to be able to meet the terms and conditions as a certification teacher.

Based on the background explanation above, the researcher is interested in conducting research with the title "Analyzing the work professionalism of teachers (A study at SMA Negeri 1 Amurang timur)"

THEORETICAL REVIEW

Theories

Human Resource Management

Hasibuan (2003:115) Defined Human Resources as an integrated ability of the power of thought and physical power of the individual. Actors and their characteristics are carried out by their offspring and environment, while their work performance is motivated by the desire to fulfill their satisfaction.

Human Resources is one of the most important factors in a company besides other factors such as capital (Hariandja, 2002:20). Therefore, HR must be managed properly to improve the effectiveness and efficiency of the organization.

Human Capital Theory

The term of human capital is recognition that people in organization and business are an important an essential asset who contribute to development and growth, in a similar way as physical asset such as machines and money. The collective attitude, skill and abilities of people contribute to organization performance and

productivity. Any expenditure in training, development, health and support is an investment not just an expense. (Stockley, 2008:144).

Professionalism

Oerip and Oetomo (2012: 264-265) Defined professionalism as behavior, ways and qualities that characterize a profession. A person is said to be professional if his job has the characteristics of technical standards or ethics of a profession.

Work Professionalism

What was stated by Hamalik (2000: 7-8) can add to the understanding of the professionalism of the work of employees or labor. He argued that labor in essence contained aspects:

1. Potential Aspects, that every workforce has dynamic potential, which continues to develop and can be developed. Potentials include: the power of remembering, thinking, will power, the power of feelings, talents, interests, motivations, and other potential.
2. Aspects Professionalism, that every workforce has the ability and work or vocational skills in certain fields, with those abilities and skills, he can devote himself in certain jobs and create good results optimally.
3. Functional Aspect, each workforce carries out its work appropriately, meaning that it works in accordance with its duties and functions in a suitable field as well, for example a workforce who has skills in the electronic field should work in the field of electronic work, not work as a carpenter for buildings.
4. Operational Aspect, every workforce can utilize his abilities and skills in the processes and procedures for the implementation of work activities that are being practiced.
5. Personal aspects, that every workforce must have the characteristics that support his work, for example: an independent

Empirical Studies

Wardoyo (2017). These studies are include pedagogical competence, personality, social, and professional; then called variables professionalism of teachers, which will determine the job satisfaction of teachers. Related with job satisfaction of teachers, compensation is also a variable that is important in determining the level of job satisfaction, and compensation will be measured by indicators of intrinsic and extrinsic translated into several indicators of compensation financial reward, interpersonal rewards and a sense of completion, recognition and autonomy, and the promotion, achievement and growth. The level of job satisfaction related to characteristics of the job, a job that requires the completion of the high level of complexity, of the work requires concentration, skill and expertise that will provide satisfaction are different compared to a job that does not require the mind, high craftsmanship. This study aimed to analyze the influence of teacher professionalism and compensation to job satisfaction partially, as well as to test the research hypothesis.

Hasbullah and Moeins (2016). The development of quality in education in Indonesia is inevitable matter. This can be seen on the Poor of HDI, the competitiveness index of education and Educational Development Index (EDI) of Indonesia, which have indicated the presence problems in the quality of Indonesian education. Improving the quality of education in Indonesia is never apart from the role of the teacher, the teacher holds the position of the most strategically in the front line by interacting with students, so teachers must have the quality of teacher and performed well, that can make students develop his or her potential independently. Many factors affects the performance of teachers which are; discipline of work, discipline professionalism and achievement motivation, according to some experts, they gives the largest contribution in addition to the empowerment, in establishing on teacher performance.

Rudvin (2019). Each specific job description hinges on the needs of the employer/institution at that particular time and it is therefore virtually impossible to codify a strict universally applicable code of conduct that would be useful to the global body of professional community interpreters. This will clearly affect the interpreter's understanding of her own role and her own code of conduct/ethics and interpreting strategies. An individual's definition of professionalism impacts thus on his/her role and code of conduct therefore on his/her interaction with the interlocutors in forms of interpersonal interaction and with a view to impartiality. Thus, the profession will remain hostage to a series of conflicting demands and will be forced to adopt ad-hoc measures until we decide as a professional community to impose our own demands, which will still, however, by the very nature of the power relations between institutions and individuals, need to take into account the demands of the institution (rather than individual client) in collaboration with or at odds with the intentionality of the primary interlocutors.

If a professional group is consolidated and strong enough it can impose its demands on public institutions but if not it will be hard pressed to maintain a homogenous role and practice across the range of sectors which runs from business interpreting to war zones.

Dali and Mas'ud (2014). This study aims to examine and explain the effect of professionalism and locus of control to job satisfaction and performance of auditors. The research design used explanatory approach. Professionalism of internal auditors in this study was focused on attitude quality of APIP toward their professions, degree of knowledge and expertise to carry out the duties reflected through community affiliation, autonomy demand, and dedication to profession

Ifanti (2011). The purpose of this paper is to explore the notions of teachers' professionalism and professional development by investigating the views of in-service primary teachers in Greece. Based on the result it can be argued that the teachers of our sample were aware of the importance attributed to them. Their positive attitude to become teachers may not be a claim for professionalism, but it seems to remain an important motivation to overcome the every-day difficulties in their work and enhance their professional development.

Conceptual Framework



Figure 1. Conceptual Framework

Source: Data Processed, (2019)

Figure 1. This conceptual framework, this study aims to know and analyzing the work professionalism of teacher at SMA Negeri 1 Amurang timur.

RESEARCH METHOD

Research Approach

The research used in this study is a qualitative method. Qualitative methods are methods used to examine the conditions of natural objects, (as opposed to experiments) where the researcher is a key instrument, the technique of data collection is triangulated (combined), data analysis is inductive, and the results of qualitative research further suppress the meaning of generalization (Sugiyono, 2012:1). The data obtained in this study are oral records which include reports.

Population, Sample and Sampling Technique

Population

According to Usman. (2006: 181) The population is all the values of both the results of calculations and measurements, both quantitative and qualitative, of certain characteristics regarding a group of objects that are complete and clear. Based on the understanding above, this research carried out in SMA Negeri 1 Amurang Timur is based on the results of the overall subject matter obtained.

Sample

The sample is partially taken from the entire object under study and is considered to represent the entire population Soekidjo (2005: 79). The sample size of this study are 15 informants, who are Teachers in schools at SMA Negeri 1 Amurang Timur.

Sampling techniques

Sampling technique is the way to collect the data from trusted people and in order to get a good result or other identification of the specific process by which the entities of the sample have been selected. This research will use purposive sampling technique in order to get more valid and detailed result. According to Sugiyono (2007:56) purposive sampling is a technique to collect sample of data source with some considerations like people

who are considered the matter, can be trusted or people who has authority that will make it easier for the researcher to explore the certain object or social situation.

Data Collection Method

Primary Data

The primary data source using in this research is in-depth interview with the informants. According to Hair and Page (2015), an in-depth interview is an unstructured one-to-one discussion session between a trained interviewer and a informants, and researcher will held this interviews by face-to-face.

Secondary Data

Secondary sources are sources that indirectly provide data collecting data, for example through other people or through documents (Sugiyono, 2010:402).

Data Analysis Method

In qualitative data analysis there are some steps to analyze the data. According to Miles and Huberman in Sekaran and Bougie (2013:78), there are generally steps in qualitative data analysis:

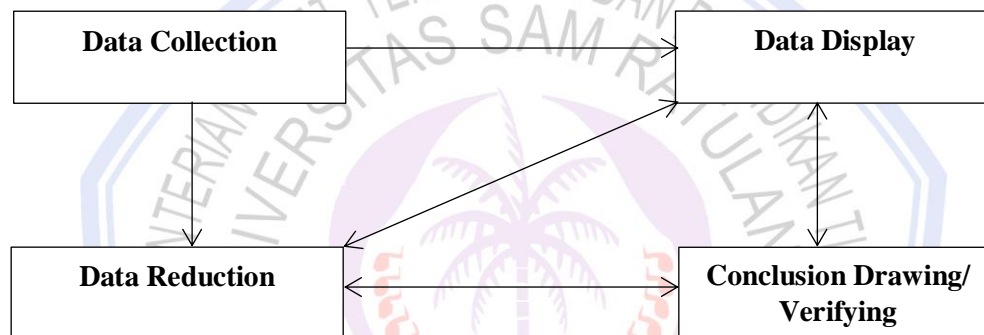


Figure 1. Steps in Qualitative Data Analysis

Source: Research Methods for business, 2007

From figure 1 shows the steps of data analysis method and here are the explanation:

- Data Collection, the process by which researchers get information or data through books, websites, even through informants for more in-depth information.
- Data Reduction, the process of selecting, simplifying and transforming data so that it can be more easily managed and understood.
- Data Display, the process of assisting qualitative research to organize information to facilitate identification of relationships so that results can be developed and can be related to existing theories.
- Drawing and Verifying Conclusion, drawing conclusions intended to determine the themes and patterns that have been identified and how they can help researchers in answering research questions. While verification aims to check data repeatedly so that initial conclusions become realistic, and can be supported and valid.

Validity and Reliability

Validity refers to how well a test measure compare to the research purpose. According to Creswell (2007:324) defines validity as validation in qualitative research in an effort to assess the accuracy of the findings, as explained by researchers and participants. In qualitative research, validation in terms of accounts takes a long time in the field, detailed bold descriptions, and the closeness of the researcher to the participants in the study which can add value or accuracy to the research. And Reliability is a tool to produces stable and consistent result. In qualitative research, "reliability" is defined as the stability of response to many data set coders. With detailed field records, good quality recordings, this study is very reliable (Creswell, 2007:330).

RESULTS AND DISCUSSION

Results

Informant Characteristics

In this sub-section, all the informants will be classified into 3 characteristics, such as gender, age, and working period. Every characteristic will be shown in a table 1:

Table 1 Informant Characteristics

No.	Informants	Gender	Age	Working period
1.	Informant 1	Female	50 th	27 years
2.	Informant 2	Female	44 th	18 years
3.	Informant 3	Female	34 th	13 years
4.	Informant 4	Female	46 th	20 years
5.	Informant 5	Female	42 nd	19 years
6.	Informant 6	Female	35 th	12 years
7.	Informant 7	Female	40 th	15 years
8.	Informant 8	Female	40 th	17 years
9.	Informant 9	Female	32 nd	9 years
10.	Informant 10	Male	33 rd	9 years
11.	Informant 11	Female	45 th	19 years
12.	Informant 12	Female	40 th	17 years
13.	Informant 13	Female	50 th	25 years
14.	Informant 14	Female	35 th	11 years
15.	Informant 15	Female	31 st	10 years

Source: Primary Data, 2019

Interview result

Informant 1

According to informant 1, she has been teaching for 27 years. She was chosen as vice headmaster of SMA 1 Amurang Timur 2 years ago. She has so many experience in teaching and mentoring the fellow teachers. She said that professional teachers must have the ability to carry out duties and responsibilities accordance with the profession. As a teacher who have been teaching more than 20 years she's been through a lot of the process and has adapted well in school, she said the leader has building the teamwork is very well. The way she evaluated the success in her teaching is do the pre-test and post-test to the students. She said sometimes she late for class. Factors that made her late because she had to look after students who arrived late and gave a punishment to the students who come late then went to class. As a senior teacher she still uses the library as a place where she conducts teaching and learning to students. In terms of facilities and infrastructure in this school still does not meet the standards, because it can also affect the professional work of the teachers, the more complete facilities and infrastructure available can make the teaching and learning process in schools will be easier for teacher to access all information and display a variety of interesting learning. As ASN teacher she said to become a certification teacher must know 4 competencies (pedagogic, professional, personality, and social).

Informant 2

According to informant 2, she has been teaching for 18 years. She said work professionalism must do the work according to their capabilities. The way she rate the professional teacher is how far the teachers do their duties and must consistent with the criteria as the professional teacher. As a teacher we must also be able to adapt to the environment, but sometimes there are teachers who heedless to carry out their duties. As a professional teacher, she said she must show good attitude and action to the student, the teacher must also provide balanced affection for the students, because if an imbalance occurs or choosing to choose its an act of disloyalty. She said sometimes she late for class. The factors that make her late because she must prepared well before class. She said if there were parents who complained about the policies she did at school, she would direct the parents to know the policies that were carried out at school. Facilities and infrastructure at this school are unfulfilled, this also affects the work professional of the teacher in carrying out their duties. The way she evaluate the success in her teaching is when she succeeds in giving the material according to the objectives and can be understood well by

students, she wants her student think more broadly and she prefers to get the better of theory for the success of her student. She said in this era we can teach while use technology, so sometimes she uses the internet to teach students so the teaching and learning process is more perfect.

Informant 3

According to informant 3, she has been teaching for 13 years. She said that work professionalism is the ability to do their duties and responsibilities than given to her that can be the good work and satisfied the leader. The school environment must also be neatly arranged so the students, teachers and other employees feel comfortable. The way she evaluate the success in teaching is through student responses. One of the things that still become an obstacle is being late for school. Factors that made her late because she had to take care of her 3 children then go to school. She said if there are students who make mistakes or break the rules then it is something that must be dealt with by the headmaster, because discipline must be applied to students, if there are students who commit a bad offense then it must be expelled from school. She said books are a storehouse of knowledge, and therefore she still uses books as part of the teaching and learning process. She makes teaching preparations uses media that is appropriate and attractive to students, and use the strategy and method that make students interest with the subjects. The facilities and infrastructure at this school are not fulfilled, one of the factors that make teachers unprofessional in carrying out their duties, because facilities and infrastructure are very important role in teaching and learning activities.

Informant 4

According to informant 4, she has been teaching for 20 years. She said that work professionalism is ability of someone in their duties that responsibilities as a background obtained. The way she evaluate the success in teaching is to see the reaction of student through evaluate the midterm, pre-test and post-test. Show affection to the students and make balanced with other students and not discriminate between other students, it is one thing that must be appreciated, because as professional teachers we must show a balanced attitude towards all students. The facilities and infrastructure at this school are not fulfilled, one of the factors that make teachers unprofessional in carrying out their duties, because facilities and infrastructure are very important role in teaching and learning activities. Time discipline is still being her struggle. Factor made her late for school because she lived in Manado and it takes 2 hour to go to school every morning. She said she really liked the beauty of the park and the all the trees, this is very considered by the school principal, and comfort and coolness could be felt in this school. She said to communicate with students' parents teacher must show a good attitude and positive thinking, the thing to do is listen first to the complaints of parents and find solutions. The way she taught, she said, she had started introducing technology to students by bringing her own LCD, because in this school doesn't have LCD as part of the teaching and learning process

Informant 5

According to informant 5, she has been teaching for 19 years. She said work professionalism is everything that done by someone in accordance with their abilities and do things objectively. She always asking the students about the subject is already understood and make post-test to the students. She said sometime she use the wrong uniform and come late. Factors that made her use the wrong uniform because sometimes she forgot and she do not remember the day and schedule of use of the uniform. As a professional teacher we also need to remind other teachers not to violate the rules so that they are not scolded by the principal, because sometimes there are teachers who are not responsible for their picket schedules. She said she would give punishment to every student who violated, because according to her students must be educated with discipline which can also be seen from the attitude of the teachers in the school, so if there are students who commit violations she would advise not to make mistakes again. She said technology in this day has been more developed and the internet has been more easily accessed, therefore she's not often used books as part of the teaching and learning process, because she thinks all subjects or whatever has been easier to get through the internet.

According to informant 6 - 15 most of them said that the time discipline still being their struggle, because of lack of supervision from the principal that makes them also break the rules. Informant 6 is a father who has the responsibility of teaching at school and who takes the child from school, which makes the father have to divide his time to pick up his child even though he has to go home even though it is not time yet. Among informants 7 - 15 also have the responsibility of being a teacher and also a mother to their children at home, therefore the discipline of time to come to school is still an unresolved problem and must still be followed up on.

Discussion**Implication of Research Result****Ability**

According to the coding, almost all the respondent answer that ability is affecting their teaching and learning process. There are 9 respondent informant number 2,4,5,6,8,9,10,14,15 they have begun to adapt to modern times and have started introducing new things to students and informant 1,3,7,11,12,13 still using monotonous learning methods and not using anything else. Informant 15 says to improve her teaching abilities she brought her own LCD and laptop so that the teaching and learning process is more effective. The other informant says their still uses books as a tool in the teaching and learning process, because according to them the printed books in the library were quite helpful, even though the books in the library were incomplete. The other informant say teaching ability will be more effective if it follows the education and training program and follows the current trend.

Professional Development

According to Maister (1997:65) argues that professionalism is not just technology and management knowledge but is rather an attitude, the development of professionalism is more than a technician not only having high skills but having a required behavior.

According to coding, informant 2, 4, 5, 6, 8, 9, 10, 14, 15 says they already use standard developing, new teaching techniques already given to students, this shows that developments in the world of education are more modern and must be carried out by students. Informant number 7 says teaching tools such as LCD are not yet available in this school that hinder developments in the world of education. The other informant said professional development it must also be supported by facilities and infrastructure provided by the school.

Facilities and Infrastructure

According to coding, all informant said the facilities and infrastructure in this school are not fulfilled, it can affect the level of professionalism of a teacher in carrying out the teaching and learning process, the lack of facilities and infrastructure can also make students or teachers less understand technology in this modern era, lack of interest in learning is also one of the effects of the lack of facilities and infrastructure in this school.

Discipline

According to coding, informant no 3,4,6,7,8,9,10,12,13,15 said that sometimes in urgent situation they violating the rules, informant 15 said as teachers who hold the role of housewives and professional teachers they must divide the time between taking care of the family and serving the school and the country. Informant number 5 sometimes she wearing the wrong uniform to school and come late because discipline in this school is not noticed by the principal because sometimes the headmaster is busy with matters outside the school, This makes the teachers in this school lack discipline.

Character

According to coding, informant number 1, 3, 5, 9, 13, 15 they are firm in guiding their students and not hesitate to give punishment to students who are rejected by the rules. The other informant said as a professional teacher must also be able to adapt to students' parents, sometimes there are parents of students who come to school and complain about the policies implemented in the school, and this is one of the things faced by teachers in carrying out their duties.

Perspective

According to coding, informant 2, 4, 6, 7, 8, 11, 12, 14 said a professional teacher do not have to choose love for students, the teacher must be fair to all students. The other informant said teacher who only views the negative side of students can also affect the quality of student learning.

Work Climate

According to coding, the informant said in the school environment teacher productivity in carrying out their duties also affects teamwork in the school environment. Informant number 2, 5, 6, 7, 8, 9, 11, 13, 14 said there are some teachers who disturb the peace of other teachers because they are not productive in carrying out their duties as a teacher such as not focusing in the teaching and learning process, and likes to leave the classroom

if teaching and learning time is ongoing this can have a negative impact on students and the reputation of the school, because unproductive teachers can also affect student learning interests.

Procedure

According to coding, informant number 2,4,5,6,8,9,10,14,15 said before the teaching and learning process begins they will prepare well because well-prepared teaching and learning preparation will make the teaching and learning process more effective. The other informant said they still use the learning method with the old procedure, due to the lack of facilities provided at school.

Attitude

According to coding, informant number 2,4,6,7,8,11,12,14 said The professional attitude of a teacher must be demonstrated by the way they deal with parents of students who complain, and know how to control emotions and be able to show a calm and authoritative attitude. The other informant said the teacher who is easily emotional and directly punishes the student is an example of a teacher who cannot set a good example and is not suitable to be made a role model, because the good attitude of a teacher is one of the characteristics of a professional teacher.

Skill

According to coding, informant number 3, 7, 1, 11, 12, 13 they did not develop their teaching techniques, it affects the creativity of students, because students also need new and unique things to be able to build students' creativity in doing something they want. The other informant said some teachers in their teaching skills are monotonous and do not develop because they do not know about modern things that exist today.

According to Imawan (1997: 77) professionalism shows the results of work in accordance with the technical or ethical standards of a profession. Work activity is commonly associated with income in the form of money. To create a level of professionalism in carrying out the institutional mission the basic requirements are the availability of reliable human resources, well-programmed work, and the time available to carry out the program as well as adequate financial support and adequate facilities and supporting facilities.

CONCLUSION AND RECOMMENDATIONS

Conclusion

Based on the result and discussion from the previous chapter, it can be concluded that:

1. The work professionalism of teachers at this school has been fulfilled, but there are some teachers who do not meet the standards of some indicators. There are 10 indicators that affecting the work professionalism of teachers. Ability, Professional Development, Facilities and infrastructure, Discipline, Character, Perspective, Work climate, Procedure, Attitudes and Skills
2. Several informants chose some indicator which affects their performance at work. As an ASN teacher, professional work in education is very important. All informants are teachers who have met the standards as ASN teachers, but there are some standards that have been analyzed by researchers and found that there are some informants who have not met the standards because they are not yet professional at work.
3. The conclusion is several informants it can be said to be professional because it has good potential in guiding and educating students, but there are still some informant who are good teachers but cannot be said to be professional because they have not met the standards that have been analyze.

Recommendation

Based on the conclusions that have been put forward, there are recommendations that can be concluded from the overall result in this research which are listed as follow:

1. For high school principals SMA Negeri 1 Amurang timur to pay more attention to discipline at school and more attention to teachers in schools who are still less productive. For the teachers at SMA Negeri 1 Amurang timur it might be good feedback for them because through this research can be good reference to keep improving their work professionalism and can be better to evaluate their performance.
2. The results of this research can be used to develop the human resource management, especially towards work professionalism of teachers.
3. For the university, hopefully can give the student, lectures and other parties in university knowledge and additional information regarding with issues

4. For the future researcher, the researcher hopefully will help in doing their research using the findings regarding with the topic and even help as guidance in selecting the method of this research.

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