

Christian Religious Education Teacher Understanding on Work Professionalism and Its Implementation as Educators

Rosnila Hura

Sekolah Tinggi Teologi Injili Abdi Allah

Rosnilahura2021@gmail.com

Abstract

The title "teacher" is a noble designation because the teacher is not just a teaching profession but a very noble task. It is not easy being a teacher, because the teacher does not only teach but also has to be able to accompany children and even be an example for their students. Praise the teachers who always fight for the students who are educated. However, the awareness of the professional duties of a teacher has not been shared by all teachers, there are still those who only see that being a teacher is a tool/field to earn a living. Indeed, this is not wrong, because every person who holds a profession has the right to get a wage or salary. But the problem is that if due to a small salary, the teacher does not carry out his duties properly, in the end it is the students or students who are disadvantaged. The list of teachers in the school is quite large, but it often happens that the class becomes empty because the teacher is not in the class to teach. It is easy for teachers to change schools because they want to find a school that promises more honorariums, even though the school where they teach really needs teachers. Of course, seeing this, the question arises "where is the professionalism of a teacher's work? Especially Christian teachers and PAK teachers must realize that their profession as a teacher is not only accountable before humans but also before God. Therefore, in this paper will be discussed about "Understanding Christian Teachers Against Work Professionalism and Its Implementation In Carrying Out Their Duties As Educators"

Keywords

christian teacher
understanding; work
professionalism;
implementation



I. Introduction

The teaching profession has emerged in Indonesia for quite a long time, although in the current era there have been many changes that have occurred in its nature, functions, duties, and social position. But with that fact, the success of national development will be determined by our success in managing national education, where teachers also occupy the main and important position in managing education. Education is the foundation of a successful career, financial freedom, the ability to think and reason critically and to make informed decisions. Without education we will be limited to perform tasks and we will be ignorant to the things that are happening in and around our surrounding, and according to Martin Luther King, a people without knowledge is like a tree without roots. For education to be of great value, curriculums should be implemented. (Philips, S. 2020). Therefore, there is a saying that the teacher is a character who is "guided and imitated", that is, a person who can be trusted, used as a role model and imitated. Therefore, every teacher needs to improve their professionalism in working by increasing their quality and dignity

as a professional teacher, which can have an impact on both students and the surrounding environment.

From this background, the formulation of the problem is formulated as follows: First, how is the understanding of PAK teachers towards work professionalism. Second, how PAK teachers can implement work professionalism in carrying out their duties as educators. This writing aims to determine the understanding of PAK teachers on work professionalism and to find out how PAK teachers can implement work professionalism in carrying out their duties as educators.

II. Research Method

In this paper, the author uses a qualitative method with a literature study approach. Through the study of literature, the author can find an answer that it is important for a Christian Religious Education teacher to have an understanding of work professionalism so that teachers can implement it in carrying out their duties as educators. The steps and stages carried out by the author in research with a literature study approach is starting from collecting written information data that has to do with the topic discussed by the author. The sources are in the form of updated journals from various institutions, STTIAA library books, books on the google book site, several journals from google scholar, scribd site, academia site. Then analyze and weigh the previous research information.

III. Result and Discussion

3.1 Become a Professional Teacher

As the general understanding that the profession is a field of work that is based on expertise education such as skills, honesty and so on. It is often also interpreted that the profession is an expertise (skill) and authority in a certain position that requires certain competencies specifically obtained from intensive academic education. In carrying out the profession followed by a professional attitude. Professionals are related to professions that require special skills to carry out them, and there must be payments to do so. While professionalization is a process of making organizational bodies professional. From this understanding it is implied that in the profession used intellectual techniques and procedures that must be learned intentionally,

From the description above, it is clear that if you want to professionalize the position of a teacher, you must be ready to face the challenges. In other words, the nature of the professionalism of the teacher's position will never be realized if only by issuing a statement that the teacher is a professional position/job, even though the statement has been issued in the form of an official regulation. But on the other hand, professional status will be obtained with an uphill battle and long enough. In going through this process and struggle requires patience and perseverance.

Meanwhile, teacher professionalism is the condition, direction, value, purpose and quality of expertise and authority in the field of education and teaching related to the work of a person who is a livelihood. Thus, professional teachers are individuals who are well educated and trained and have a lot of experience in their field. A professional teacher can be seen from the way he carries out the dedication of tasks that are characterized by expertise both in material preparation, mastery of materials and methods. Apart from that, it is also shown through his responsibility in carrying out all his services. Seeing this, professional teachers have personal, social, intellectual, moral, and spiritual responsibilities.

Professional teachers are teachers who are able to know themselves. In other words, he is able to recognize himself as a person who is called to accompany students to learn. For this reason, teachers are required to find out continuously how students should learn. So, if there is a student failure, the teacher is called to find the cause and find a way out with the student and not silence him or even blame him. Therefore, teachers who have professionalism in teaching must have the following attitudes and characteristics:

a. Have a fair attitude to all students

Teachers who have professionalism in their duties, the teacher has a fair attitude to all students. Often things make students uncomfortable in learning because they feel that the teacher's attitude is unfair to all students, both in paying attention, especially in giving assessments to their students. This seems trivial, but the teacher does not realize that an unfair attitude towards students makes the students' moods and feelings not enthusiastic to learn. Christian teachers and teachers of Christian Religious Education recognize in the Bible teaching to treat everyone equally in the sense of being fair to everyone, so Christian teachers should apply the teachings of this fair attitude in their professional world or the world of work. It is recognized that not all students have a calm attitude, do not fight, not naughty but the teacher should not only care about good students while stubborn students are considered uneducated. Whatever the student is and however the behavior of the child is, in the realm of professionalism, a teacher must still be able to give attention and be fair to all his students.

b. Have a trusting attitude towards his students

One of the important attitudes in carrying out the professionalism of a teacher is the attitude of trust in students. Believing that each student has the ability, even though different competencies are different, is an important thing that the teacher needs to build on him, with an attitude of trust in students, the teacher has built a good and warm relationship between the teacher and his students. A professional teacher will always use basic teaching skills. The manifestation of the basic skills of teaching a teacher is the first is the skill of asking. Asking how the students are, asking how students' knowledge and understanding of the material is conveyed. Every time the teacher gives a warm and pleasant question to the student, the student feels a close relationship with the teacher and has a sense of self-confidence. From this method, the teacher actually shows that he really believes in the abilities of his students.

c. Have patience and an attitude of self-sacrifice

Being a teacher may be easy, but carrying out the duties and responsibilities as a teacher is what is difficult. In addition to the teacher being faced with a number of administrations that must be done by the teacher, he also has to deal with many students who have different characters and behaviors. Coupled with the existence of students who are slow in learning. All of these situations require the teacher's patience and sacrifice in dealing with them.

d. Have authority in front of students

The authority of a teacher does not come from the position, wealth or status of a teacher. But the authority of a teacher comes from within. Therefore, the character possessed by the teacher is not a made-up character, but because the teacher really recognizes himself as a role model for his students, he must strive to be better. goodness comes from the heart. An authoritative teacher will be respected by students. The authority

of a teacher can be seen from the way he talks, behaves, looks, is disciplined and in carrying out his responsibilities.

e. Be a motivator and cheerleader for the students

In general, students will be more enthusiastic in learning and pursuing their goals when they always receive attention and support from the people around them. One of the closest people to students is the teacher himself. The teacher must be an encouragement to the students. Maybe at this time the students being taught have many difficulties in learning but with the encouragement and energy of encouragement from the teacher, the students will not feel inferior, but they will continue to struggle in achieving their goals.

f. Have concern for fellow co-workers or fellow teachers

A teacher cannot deny that he needs other people in this case colleagues or fellow teachers. Colleagues become partners in exchanging ideas, discussing and even becoming teammates in educating students. Teachers should not walk alone because after all the teacher is not a superhero who is able to carry out all the tasks of educating and providing assistance to his students. Because caring about co-workers is important in the professionalism of a teacher.

g. Have mastery of the subject

Professionalism in working or carrying out their duties as a teacher is manifested in mastery of the subjects taught to their students. Teachers who do not have mastery of the subjects being taught will have difficulty in conveying, and when teachers teach students will experience confusion because they do not know the flow of thought and the direction the material is taken.

h. Have a broad insight into knowledge

A teacher is someone who transfers knowledge to his students. Therefore, teachers need to have broad insight into knowledge and be able to integrate the knowledge they have acquired in various subjects taught to students. Teachers not only transfer knowledge but also transfer values for the formation of an attitude of empathy to others. What knowledge is transferred to students if the teacher himself is very poor in knowledge. It is like a person who has Rp.500,000 in ATM money, but this person wants to transfer Rp. 1,000,000, of course not enough, so many times the transfer was tried but not sent either. This is how the teacher transfers knowledge to students, because the teacher has insight into knowledge, he is able to transfer little to his students.

Kunandar said that the profession is a special field of work, so in order to become a professional teacher, it must be based on the following principles:

- a. Have talents, interests, vocation, and idealism.
- b. Have a commitment to improve the quality of education, faith, piety, and noble character.
- c. Have academic quality and educational background in accordance with the field of work
- d. Have the necessary competencies in accordance with the field of work
- e. Have responsibility for the implementation of professional duties
- f. Earn a determined income based on work performance
- g. Have the opportunity to develop professionally on an ongoing basis by learning throughout his life
- h. Have guaranteed legal protection in carrying out professional duties

- i. Having a professional organization that has the authority to regulate matters relating to the professional duties of teachers.

3.2 Professional Teaching

Not a few people see that teaching is an easy job. Teaching is a very important task. Teaching is an effort to transfer knowledge, views, beliefs, dogmas, and doctrines or theology possessed by a teacher to students. For this reason, a teacher must provide an attractive teaching model and try to appear as an expert who is competent, authoritative and masters the ins and outs of the teaching material, so that students can give full attention to the teacher. Interaction is also very important and needed in learning to communicate between teachers and students in order to create an interesting atmosphere and be able to know the extent to which students master the material that has been delivered.

Teaching is an attempt to help students to find the correct self-concept. Students who find the correct self-concept are expected to have an awareness of their weaknesses, shortcomings, and strengths and can accept and respect themselves. For this reason, a teacher must be able to equip students so that they can develop their learning potential so that they can achieve their goals optimally. A student or students also need to be motivated to know what is needed and wants to be realized. That way, it is hoped that students can find new things that are meaningful in their lives.

In addition, teaching is an attempt to manage the situation well so that learning events can occur. In this perspective, a teacher plays his role as a manager or rather is a facilitator and manager. The teacher also places himself as a motivator who can support the interests and in learning activities, both in the form of facilities and infrastructure. In learning, a teaching approach is needed. This approach usually pays attention to the level of development of students. That is why, in teaching and learning activities, a teacher seeks varied and integrative communication. It is said to be integrative because students, as active individuals, are encouraged to look at a problem or issue and various aspects of understanding and points of view (interdisciplinary).

Things that need to be considered in order to teach professionally:

- a. Prioritizing that teaching is a very important task
- b. Become a quality teacher
- c. Get to know students
- d. Know the direction and purpose of teaching
- e. Teaching material planning
- f. Creating teaching methods
- g. Mastering teaching models and strategies
- h. Conduct learning evaluations.

3.3 Implementation of Christian Teachers' Understanding of Work Professionalism in Carrying Out Their Duties as Educators

Christian Religious Education teachers have differences with other general teachers. The difference lies in the life character of a Christian Religious Education teacher, because a person who is born and lives in Christianity must already know and know a person who is full of love, and has perfect character, namely Jesus Christ, so that a Christian Religious Education teacher is required to live according to the character Christ, for He is the Great Teacher. In this regard, every Christian teacher has characteristics that are different from other general teachers. This characteristic is the core of their profession, namely the knowledge of Jesus Christ who has entrusted them to become a Christian teacher. They

must always show the character of Christ in their lives, especially in school and to every student. can teach and educate every student to know God in their faith in Jesus Christ.

This means that being an educator is a duty and a mandate entrusted by God to everyone He chooses and it is through them that God works to carry out His mission in the field of education so that every student can know Him. Teachers are representatives of God in the field of education, it is in them that God gives the gift to do God's will to every student. In this case being a Christian religion teacher is a noble task and a Christian religion teacher has a meaningful meaning before God and is very meaningful in the field of education.

The term Christian educator can be understood in three terms: First, educator in a Christian perspective; Second, educators who are Christian, and third, educators who provide teaching related to the Christian faith. From this, the Christian educator is an educator who has a different orientation from other general educators. Christian educators have a special task where they not only teach professionally but must prioritize their calling before God who has entrusted them to

For some teachers, teaching is an enjoyable task, but for others it is not. One source of idealism for Christian teachers is the Bible, the written word of God. For Christians, the Bible is very authoritative, a source of truth for faith, morals, and other dimensions of life. The Bible itself testifies about itself that the Holy Spirit guided and guided the writers in writing down information about God's actions in the past. The Bible also states that all the writings in it are inspired (breathed) by God so that they are useful for teaching.

Teaching can be learned from the life and ministry of Jesus Christ, God in the flesh. He came to introduce God through teaching, preaching, performing miracles and demonstrating a good example of life. Jesus taught by deeds and words and signs and power. As a teacher, I can imitate the actions of Jesus as a Great Teacher to teach things of truth based on God's word.

Professional teachers are people who are well educated and trained, and have a lot of experience in their field. A professional teacher will be seen when carrying out the dedication of tasks marked by his expertise, both in material and method. It should be noted that teaching is an effort to transfer knowledge, views, and beliefs held by a teacher to students. Therefore, a teacher must provide an attractive teaching model and try to appear as an expert who is competent, authoritative and masters the ins and outs of the teaching material, so that students can give full attention to the teacher.

Becoming a teacher is not easy. Being a teacher is a calling in itself, because basically a teacher has many tasks, not only teaching, but also having to take care of administration and so on. This shows that a teacher must have high discipline. Because if not, it will affect the authority of a teacher. Apart from that, being a teacher will not provide a large income, but only enough to meet the needs. Therefore, to become a teacher, one must first realize his calling and be ready to accept the various challenges he will face.

For Christian teachers, their teaching must be based on the Bible as a source of teaching. For Christians, the Bible is a source of truth about faith, morals, and other dimensions of life. The Bible testifies to itself that the Holy Spirit guided and guided the writers in writing down information about God's actions in the past. The Bible also states that all the writings in it are inspired (breathed) by God so that they are useful for teaching. For this reason, Christian teachers must rely on the Bible as a source of teaching, because it is very important to teach the truths of God's word correctly and so as not to mislead the students.

Christian Religious Education teachers are part of Christian teachers in schools and also have the task of educating students. According to Homrighausen, a Christian

Religious Education teacher is an evangelist who has the responsibility to help each person surrender themselves from each study, namely to the Lord Jesus Christ. The purpose of the PAK teacher in educating each student is so that each of them can truly know the Lord Jesus Christ and they will become true disciples of Christ. Meanwhile, according to Boehlke, a Christian Religious Education Teacher is someone who teaches and provides instructions to each student with learning experiences and sources of books, objects, tools, statements and many others that are useful for helping each student to grow in Christian faith and experience believing. personally. Christian Religious Education Teachers are teachers who educate the truth of God's Word based on the Bible with a focus on the Lord Jesus Christ and depend on the Holy Spirit in the process of educating students, so that every student can know God's love in the form of coaching, mentoring, training, and teaching both inside and outside the classroom. Christian Religious Education teachers have an important role in providing knowledge, teaching, and guiding to be able to help students to be able to experience physical changes and what is important is in terms of spirituality.

Christian Religious Education teachers play an important role in teaching students. The Christian Religion teacher is God's co-worker. This means that the Christian Religious Education teacher holds the highest authority in learning and is the person most responsible for preparing students to face life in eternity. Thus, Christian Religious Education teachers must realize their position as people who are given the authority by God to educate their students to submit to the Lord Jesus Christ with love. Because, Christian Religious Education teachers are people who are in authority, not merely as facilitators.

The Christian teacher as well as the Christian Religion teacher is a teacher who has been born again in Christ. It is said that a teacher who is born again is the main requirement that must be met by a teacher of Christian Religious Education because only teachers who have been born again in the Lord Jesus Christ can transmit the love of God's grace to students and serve students in the grace of God.

A Christian Religious Education teacher is a person who truly gives himself completely to the Lord Jesus Christ as his Savior. A Christian Religious Education teacher is also a person who truly believes and fully accepts the position and role of the Lord Jesus Christ as God in his life. Because the call of the Christian religion teacher is to grow towards knowing the person of the Lord Jesus.

In Titus 2:7 Paul wrote to Titus, "And set yourselves an example in doing good. Be honest and earnest in your teaching." This means that the Christian teacher is not a teacher who only knows God, but a teacher who thinks and acts in obedience to Christ. Thus, as Christian teachers and PAK teachers, they must be able to implement a professional attitude in their work as teachers in the following ways:

1. As a Christian Religious Education teacher, you must have the belief that being a teacher is a vocation instilled in him by God. So if this concept is embedded in the heart, the teacher will do his job well because in him there is an awareness that what he is doing is not only for humans but also for God who has given him the call.
2. A Christian Religious Education teacher has a talent in teaching. Maybe not everyone has the talent to teach from birth, but that talent can emerge when the teacher struggles to train himself to improve his teaching abilities. There is no human who does not experience change if he has struggled to change it. Therefore, the teacher must have an understanding if he wants to have talent, he must continue to work hard to train himself. In addition to talent, teachers must also have an interest in carrying out their duties as a

teacher. Something that we don't like from the heart, then there is no enthusiasm to do it. Because it must have interest first.

3. Increase faith and piety and noble character.
4. If the teacher is aware that to become a teacher of Christian Religious Education is a call to the soul, the teacher must make a commitment to improve the quality of education, faith, piety, and noble character.
5. Have the necessary competencies in accordance with the field of work.

Teachers who do not have competence in their field will experience obstacles in carrying out their duties in that field. Likewise, Christian Religious Education teachers must have sufficient ability in carrying out their duties. Without competence it is impossible for a teacher to teach, educate, foster, direct students well. The teacher also should not be satisfied with the knowledge he already has but the teacher must also continue to develop himself so that he has academic quality and educational background that is in accordance with his field of work. Christian Religious Education teachers in schools play an important role when students are in school. That is why a Christian Religious Education teacher must have a good quality teacher professional competence as a carrier of information in interpersonal communication.

6. Must be responsible for the implementation of professional duties.

Because being a teacher has a duty not only to teach but also to carry out administrative tasks, assisting students. Of course, in all these tasks a great responsibility is required from every teacher. It is the same with Christian teaching in the parable of the talents that everyone who receives talent is required by his master to be responsible for developing and managing these talents. Likewise a teacher, especially Christian teachers must be really responsible in carrying out their duties. This responsibility is not a matter of routine or diligently coming to school, but working to the maximum and full of fun in carrying out their duties.

7. Must always take advantage of the opportunities that exist in developing professionalism in a sustainable manner by learning throughout his life. Especially in today's technological era, using sophisticated media. The teacher is not only a source of material but also as a mediator for students. As a mediator, the teacher must have sufficient knowledge about educational media because it is a communication tool so that the teaching and learning process is more effective. Teachers must also have the skills to choose and use and manage educational media well. Therefore, continuous and systematic practical exercises are needed.
8. Never be satisfied with existing knowledge. Education will be more advanced and the challenges will be more advanced as well. Therefore, teachers should not be silent, teachers must be able to respond and willing to develop themselves in order to be able to follow and carry out their duties properly in accordance with the demands of the development of a more advanced world of education.
9. Teachers need to take advantage of legal protection.
10. Everyone and every type of work is protected by law. Therefore, Christian Religious Education teachers can take advantage of this legal protection if they experience problems in their work.
11. Join a professional organization.
12. Joining a professional organization provides benefits for teachers, because professional organizations have rules and ethics in carrying out their duties and teachers can also develop themselves through these professional organizations.

IV. Conclusion

In order for teachers to implement their work professionalism well, Christian Religious Education teachers first have an understanding of work professionalism as an educator. Without having an understanding of work professionalism, it is impossible for teachers to carry out their duties as expected. Especially Christian Religious Education teachers are not only accountable for their work to humans, but also to God who has given a soul call for him to become a Christian Religious Education teacher.

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