

## Development Professionalism Strategy in Lecturers Improve The Competitiveness of The Nation Through The Development of Science And Technology

AJRI



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### Abstract

*Professionalism is a performance quality and at the same time as a demand for behavior professionals in carrying out their duties. Professionalism. General understanding of professionalism demonstrates hard work in a trained manner without certain conditions. professionalism refers to the degree of one's appearance as a professional or appearance jobs as a profession, some have high, medium, and low professionalism. Professionalism also refers to the attitudes and commitments of professional members to work based on high standards and professional codes of ethics. Thus professionalism is a performance quality and at the same time as a demand for professional behavior in carrying out their duties. This is as a demand to shape human resources quality and high competitiveness in local, national and international forums. Some characteristics of professional lecturers include: (1) having a soul calling and idealism, (2) have educator qualifications, (3) have the required competencies, (4) have ties collegiality and professional code of ethics, (5) is responsible for carrying out the task professionalism, (6) get a decent income, (7) have the opportunity for professional development, (8) has guaranteed legal protection in running professional duties, (9) and have professional organizations that have authority to regulate matters related to his professional duties (Nani Setiawati in Iskandar, 2014). Then as a lecturer you must have a strategy to improve professionalism through the development of science and technology.*

*Keywords: professionalism development, competitiveness, science and technology development*

## I. INTRODUCTION

Professionalism of educators and staff education is the main step for improving the performance and results of an education is therefore needed strategy to increase professionalism various efforts have been made by lecturers One of the government's policies at the field of national education is improving the quality of education. One of elements directly related to quality education in college is lecturer, as one of the perpetrators transforms cultural values and science to students, as the spearhead of activities learning. Given the strategic role lecturer position, required lecturers are professional in carrying out their duties. Coaching lecturers need to continue developed both through inservice training and training outside campus to achieve professionalism. Teacher and Lecturer Law (UUGD) is a political statute that educators are professional workers, who have the right to rights at the same time professional obligation. With the Act it is expected that educators can devote totally to his profession and can live well from the profession.

In the UUGD it is determined that: Educators must have academic qualifications and competence of educators as agents learning; Academic Qualifications obtained through higher education bachelor program or diploma program four (D-IV) in accordance with their duties as a teacher for teachers and Masters for lecturer; and professional competence of educators including pedagogical competence, personality competence, competence professional, and social competence. The competency needed has a certain standard, though sometimes not written. According to Mulyasa (2003: 23) each standard competence consists of: 1) performance, i.e. expected behavior of someone in carrying out the task, 2) criteria success, those are the factors that are used as a reference for determine whether a performance is true or no, 3) a number of conditions or variables needed to support performance implementation (thus fulfilling success criteria). Generally in the form of equipment, place, time or even other facilities and constraints. Someone can be categorized as an individual who is "Competent", if he has the ability to handle a task and a job in accordance with the standards that have been set. Self competence must be able demonstrated individually instead on a group level. based on criteria for achieving the ideal level of performance.

There is a match between demonstration of competence with an ideal level of performance is a reference for being able to say that a figure certain individuals already have competence. Competence is a set knowledge, skills and behavior which must be owned, lived, and mastered by the lecturer in carrying out the assignment professionalism. In the law Number 14 of 2005 concerning teachers and The lecturer mentioned that the competence of lecturers include: pedagogical competence, personality competencies, social competencies, and professional competencies obtained through professional education, training, and professional experience. Each competence can be explained as follows:

1) Pedagogic competence is a management ability students which include: a) understanding educational insight or foundation; b) understanding of students; c) curriculum / syllabus development; d) learning design; e) implementation educational and dialogical learning; f) evaluation of learning outcomes; and g) student development for actualize the various potential ones it has. 2) Personality competence is a personality ability that: a) steady, b) stable, c) mature, d) wise and wise, e) authoritative, d) moral noble, e) be an example for students and the community, f) evaluating performance alone; and g) self-improvement sustainable. 3) Social competence is the ability of educators as part of the community to: a) communicating verbally and in writing b) using communication technology and functional information c) associating effectively with students, fellow educator, educational staff, parents / guardians of students; and d) associating politely with the surrounding community. 4) Professional competence is material

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mastery ability broad and deep learning which includes: a) concept, structure, and scientific / technological / artistic methods overshadow / coherent with teaching material; b) teaching material in the curriculum school; c) conceptual relationship between eyes related lessons; d) application of scientific concepts in everyday life; and e) professional competition in a global context permanently preserving national values and culture Facts on the field show still there are various problems that are relates to the condition of the lecturer (good who haven't or who haven't obtain an educator certificate) which haven't shown work professionalism in carrying out its main duties. The method of the learning process tends to be not yet effective and meaningful for students and not yet power oriented competitiveness. This is reflected in ability to manage learning not optimally, both in compiling learning plans, implementing and evaluating learning outcomes as well follow-up of lecturer evaluation results. Likewise with development the self potential that is done by the lecturer in order increases its professionalism yet optimal. To achieve educational goals nationally, which is to educate the nation and realize Indonesian people, a lecturer is needed professionally.

## II. METHODS

According to Sagala (2009: 2), said profession comes from the Greek "propano" which means publicly declaring and in Latin it is called "professio" yang used to show statements public made by someone who intends to occupy a public position. Roman politicians must do "Professio" in front of the public intended to establish that relevant candidates fulfill requirements needed for occupy public office. Sanusi, et al., in (Sagala, 2009: 8) outlining the features The main profession (1) is the position has a function, its significance determine and demand skills and certain expertise; (2) skills and the expertise is obtained with using theories and scientific methods based on certain disciplines; (3) position it requires education in college high with a long time; especially in the application and dissemination of professional values itself; (4) in provide services to the audience crowded, members of the profession always hold on adhere to a code of ethics that is supervised and controlled by related professional organizations; (5) however, members of the profession can freely and freely giving decisions in accordance with his profession, so they are free from interference other people. and (6) this position is obtained high respect in the middle community, so that Yulia: Building the Nation's Competitiveness | 440 get a high reward or salary, different from other non jobs profession. More teacher professionalism emphasized the mastery of science knowledge, management skills and its implementation strategies. Teacher professionalism is not just technological knowledge and management but rather the attitude and professionalism development more than a technician doesn't just have high skill but has a required behavior.

## III. RESULT AND DISCUSSION

Lecturer as a professional position in empowering students to act as; 1) Professional educators and instructors in conveying information or knowledge knowledge of students, as well provide opportunities (stimulus) within develop abilities and interests students in learning, 2) motivators, give direction and motivation to students about learning strategies, activities and sequence of activities that must be followed, help develop emotional intelligence and develop learning responsibilities of students. 3) supervisor, helping students develop themselves and make plans learning both individuals and individuals, develop critical thinking, problem solving skills and encourage students to do reflection on experiences and knowledge has been mastered. 4) facilitator, provide training activities for activities well, organize learning resources needed for students, implement empowerment individually, small groups or groups big. 5) the assessor makes a decision regarding recognition of skills or previous training, planning and using the right measurement tools, assess student achievements based on specified criteria and notes as well report the results of the assessment. The education sector is one factor which is very fundamental in the effort to improve the quality of life, in addition also a determining factor for

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social and economic development towards conditions better. Education is also seen as the most strategic means for lifting up the dignity and dignity of a nation. Given the importance of the role of education in people's lives, then the government Today is very concerned about all aspects of existing education to be improved, including improving the quality of teacher productivity. The hope is that education in Indonesia rose from adversity and become the frontline in development. This form of attention, specifically reflected in government policy, between others: in the form of fulfilling the laws and regulations, increasing the education budget, to the various improvement efforts applicable regulations to advance national education (Subandowo, 2009: 109- 110). Professionalism is a performance quality and at the same time as a demand for behavior professionals in carrying out their duties. New context in increasing competitiveness: Today's international communication is a necessity to know all the changes. This can be done by the mastery path of an adequate field of science. Because of that, do not be surprised if various

nations can we witness very enthusiastic about racing in things mastery of science, including creating, developing, and use it in order to achieve competitive success. For a nation and business organizations, mastery of knowledge new knowledge is very important to mean to can participate in the global era. Party who deserves to be a winner in global competition are those who knowing (knowing) how to survive and find out how to develop organizational skills (Hatten and Rosenthal, 2000: 7). In relation to this, education is an important element of that must get top priority. In that framework, education is expected to be able to contribute to development everyone, soul, body, intelligence, sensitivity, aesthetics, responsibility, and spiritual values. Through education, everyone should be empowered to think independently and critically. In the world which is constantly changing and colored by innovation social and economic, education appears as one of the driving forces to improve the quality of imagination and creativity as an expression of human freedom and standardize individual behavior. Opportunities or opportunities need to be provided for the young generation to do Experiment and discover something new (UNESCO, 1996: 94). 3. Teacher Professionalism According to Sagala (2009: 2), the word profession originates from the Greek "propano" which means stated publicly and in language Latin called "professio" which is used to show public statements that are made by someone who intends to occupy a public position.

Politicians Roman must do "professio" in front of the public intended to establish that the candidate in question meets requirements needed to occupy public office. Sanusi, et al., In (Sagala,2009: 8) outlines the main characteristics of a profession (1) the position has a function, decisive and demanding significance certain skills and expertise; (2) these skills and expertise are acquired by using theories and scientific methods based on certain disciplines; (3) the position need education in college with a long time; especially in the application and socialization of values professional itself; (4) in giving services to the general public, members of the profession always adheres to a code of ethics which is supervised and controlled by the organization related professions; (5) even so, members profession can be free and free give decisions according to his profession, so they are free from interference other people's hands. and (6) this position get high respect in the midst of society, so that Yulia: Building the Nation's Competitiveness | 440 earned high reward or salary, in contrast to other non-professional occupations. Teacher professionalism is not just technological knowledge and management but rather the attitude and the development of more than professionalism a technician doesn't just have high skill but has a required behavior. Lecturer as a professional position in empowering students to act as; 1) Professional educators and instructors in conveying information or knowledge knowledge of students, as well provide opportunities (stimulus) within develop abilities and interests students in learning, 2) motivators, give direction and motivation to students about learning strategies, activities and sequence of activities that are must be followed, help develop emotional intelligence and develop learning responsibilities of students. 3) supervisor, helping students to develop themselves and make plans for learning both individuals and individuals, develop critical thinking, problem solving skills and encourage students to do reflection on experiences and knowledge has been mastered. 4) facilitator, provide training activities for activities well, organize learning resources needed for students, implementing empowerment individually, small groups or groups big. 5) the assessor makes a decision

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regarding recognition of skills or previous training, planning and using the right measurement tools, assess student achievements based on specified criteria and notes as well report the results of the assessment. The education sector is one factor which is very fundamental in the effort to improve the quality of life, in addition also a determining factor for social and economic development towards conditions better. Education is also seen as the most strategic means for lifting up the dignity and dignity of a nation. Given the importance of the role of education for people's lives, then the government Today is very concerned about all aspects of your education to improve, including improving the quality of teacher productivity. The hope is a-gar education in Indonesia rose from confusion and became the frontline in development. This form of attention, specifically reflected in government policy, between.

### **Suggestion**

Realizing the professionalism of lecturers is the duty of every stakeholder education, both from the ranks of makers decision to implement the decision. Synergy of all lines must be done so quality improvement in various ways ability can be realized. Look at the challenges that lie ahead are very snagit steep, the solution must indeed be mutual even shoulder to shoulder in repair professionalism. Lecturers must have strategies to improve professionalism in various fields, one of them is by developing science and technology.

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