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Building Teacher Performance Based Islam Religious Values

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ABSTRACT

Islam provides a major place for human life. Because basically every child from birth has carried the fitrah of Religion, if they get a good Islamic Religious Education then they will become religious people, but otherwise if the religious seeds they carry are not nurtured and nurtured, they will become people who are far from religion. The purpose of this research is to find out the religious values that explicitly shape the teacher's personality. For that, a qualitative research and descriptive analysis were conducted. The findings in this study indicate that in general the teachers have performed, although still in the minimum scope. However, the role of Islamic religious values that they have practiced has had a major influence on life as a teacher. Of course, an exemplary teacher must have religious values such as gratitude, patience, endeavor, trust and humility because these 5 indicators are the intrinsic keys to success in becoming a teacher.

Keywords: **Performance, Islamic Values, Teacher**

INTRODUCTION

Islam provides a major place for human life. Because basically every child from birth has carried the fitrah of Religion, if they get a good Islamic Religious Education then they will become religious people, but otherwise if the religious seeds they carry are not nurtured and nurtured, they will become people who are far from religion (Dacholfany , 2015). For this reason, it is necessary to cultivate Religious Education from early to late life so that they can lead to a better life. Because every human being who is born on earth is certainly in a state of not having any knowledge (Taubah, 2015). However, Allah has equipped it with the nature he has, so that humans can develop themselves with the knowledge of Religion and knowledge that will be obtained through the process of life later (Ramdhani, 2017).

In the world of education learning is a complex activity, after learning students or students are expected to have skills, knowledge and behavior change. The learning process occurs because of the interaction between students and their environment, therefore the educational environment needs to be arranged in such a way that students react towards the desired change in behavior. In addition, education is a cultural process

to increase human dignity which is obtained through a long and lifelong process (Hamat, 2017).

The problem in the world of education in Indonesia is about the quality of education, both with regard to students and the implementation of education itself. What is often discussed by the community is the school, namely the board of teachers, especially teachers of Islamic Religion subjects who have an important role in motivating students to study hard and be diligent in worship. In accordance with RI Law No.20 of 2003 concerning the National Education System Chapter I, article 1, which reads: "Education is a conscious and planned effort to create an atmosphere of learning and the learning process so that students actively develop their potential to have spiritual power religion, self-control, personality, intelligence, noble character, and skills needed by him, society, nation and State. " (Arifin, 2003).

In creating a situation so that learning activities take place effectively and efficiently, teachers need to consider strategically so that a conducive situation can be created. This allows the interaction process to take place well. In this situation, efforts should be made so that students take an active interest and attention in learning (Oviyanti, 2016). Therefore the learning process must be able to foster and activate student learning. But in reality, so far learning activities are still dominated and teacher-centered in terms of science, without paying attention to student attitudes and activeness (Mukhid, 2007).

In the learning process itself will provide optimal results if there is good management of the factors that affect learning, the factors that influence the learning process are:

1. Students : Includes abilities, interests, attitudes, readiness, and intelligence.
2. Teacher : Covers experience, personality, ability to deliver material, and motivation.
3. Facilities and infrastructure : Includes room, study aids, textbooks, and other learning resources.
4. Assessment.

From these factors, it can be seen that the attitudes and interests of students are one of the factors that can affect the smoothness of the learning process. If students have a

positive attitude and great interest in what is being learned, it is very likely that these learning activities will get maximum results.

Learning will produce changes in a person if there is an assessment. To find out how far the changes have gone, it is necessary to have an assessment. Likewise what happens to a student who follows an education where an assessment of the learning outcomes is always held. Achievements that are realized from a person's internal abilities as a result of learning at school and are proven through the completion of tests or other learning activities assessed by the teacher (Mundiri, 2016).

From this formulation, it can be seen whether the mastery of science has been achieved or not in each subject, so at the end of the teaching and learning process the teacher conducts an assessment at the end of each subject in the form of tests both oral and written. Thus students can do the tests given by the teacher, and it can be seen the learning achievements they have achieved.

The teacher is a factor that influences the success or failure of the teaching and learning process. Therefore, the teacher must master the material to be taught and be able to create the best learning situations and conditions. Likewise for teachers in the field of Religious Education who have many roles both as teaching educators, mentors and as administrators. It is through these roles that teachers in the field of Islamic Religious Education make efforts to improve the quality of student learning (Islam, 2017).

Islamic Religious Education is a conscious effort made by teachers to influence students in order to form religious people. The general objective of Islamic Religious Education is to develop religious people, humans who are able to carry out Islamic teachings as well as possible. So that the attitude and actions are reflected in all of life in order to achieve happiness in this world and the hereafter. " Darajat, 2012).

THEORETHIC

In building the quality of teacher education is the main indicator. This is because teachers are people who have knowledge, while the essence of education is to convey knowledge. Field facts prove that teachers are people who have contributed to the birth of intelligent humans, humans who have influenced the changing times (Mundiri, 2016).

In the Islamic concept, teachers are positioned as noble people, because of their role in educating humans, so there are many rules that make teachers special in front of society. However, Islam requires everyone who becomes a teacher to be a good and true human being (Khobir, 2013). The correct meaning is that the teacher in his daily life takes action in accordance with the demands and applicable rules, such as religious principles, state rules, social rules, and so on. Meanwhile, the meaning of a teacher must be good, that every member of his body is always moved towards good things, does not violate the rules that have been mentioned. This is what makes teachers high in the Islamic concept (Wajdi and Barid, 2015).

Of course, it is a heavy burden for teachers to become human beings who are required to be right and good, while teachers themselves are ordinary people, a place to make mistakes and forget (Sulaiman, 2005). Therefore, Islam guides every teacher to practice good values such as gratitude, patience, endeavor, tawakal, humility, and so on to become self-controlled.

Some of the values mentioned above, of course, in the world of education are expected to be a model or lifestyle in educating students. Given that in the teaching and learning process, the expected result is to create a student who is intelligent and has noble character. This means that teachers are required to be able to practice Islamic values in order to guide students to become qualified human beings. The meaning of quality in question is, students who have strong reasoning power, have a strong life spirit, and at the same time have praiseworthy attitudes and behaviors, thus completing the student's personality.

Gratitude is meant in this research is to accept, be proud and carry out the teaching profession with full confidence because of Allah. It is true that his thoughts and feelings are to devote totality by ignoring the possibility of futility in carrying it out.

Being patient what is meant in this study is that in every process (educating) the teacher can hold back and try hard to keep doing good and giving the best to students. More than that, the teacher throws away all feelings of rash that cause feelings of regret for doing good.

The endeavors referred to in this research are professionals by continuing to improve scientific competence and teaching ability through continuous learning. Teachers never give up until the end of their lives to continue learning and learning.

Tawakal referred to in this study is the teacher's optimistic attitude which is based on sincerity to God. The teacher gave himself and everything he did for the students he taught to Allah with great compassion and struggle.

Being humble as meant in this research is that the teacher maintains the overall attitude, behavior, speech, eye gaze, feelings, thoughts, and all members of the body to be used in their proper place and is not shown anything that is excessive or reduced.

METHOD

The basic concept of this research is the field phenomenon of changes in teacher attitudes and behavior in the digital era. Therefore, this research was conducted on the basis of empirical (inductive) thinking. Therefore, this study uses a qualitative approach with a series of direct reviews (observations) and interviews to collect data (information).

The object in this study is a state junior high school in South Tangerang City. The unit of research analysis is a teacher who is a civil servant, has 15 years of educational experience, is a Muslim, has a minimum education of S1, is adherent in practicing Islam, and has a personality as an educator.

The research stages are carried out starting from observation, then conducting a literature review (theory and journal), conducting pre-research (observation), conducting interviews, after which analysis and discussion of information from informants are carried out accompanied by an expert consultation process (Education Office, Education Supervisor and Education Expert).

RESULT

Based on a series of interviews, it can be stated information about the performance of teachers that is built on the values of Islam, namely:

1. Thankful

   Things were asked about gratitude is receiving the teaching profession because Allah (since the beginning aspires to be a teacher), are proud to work as teachers (in love with the teaching profession), carry out their duties as teachers with full responsibility (according to law, according to science, and are oriented towards the implementation of quality education).

The results of the interview revealed that the conditions of the correspondence were as follows: 1) The teachers admitted that so far being a teacher was not yet at the love stage, especially because God was to educate students (sincere). Teachers think that this possibility is the reason why their performance is stagnant (because there is no enjoyment of being a teacher). 2) The teachers realize that their gratitude is not even at the minimum standard (guidance in Islam). This can be seen from the attitudes and behavior of students who have not shown that they are intelligent and moral. 3) Honestly, the teachers admit that they want to put in more effort but what can they do, as an ordinary human being with many gaps, he always indulges his desires.

2. Being patient

The things that are asked about being patient are being diligent in educating students, holding back in dealing with students, and being committed and consistent in educating students.

The results of the interview show that the conditions of the correspondent are as follows: 1) In terms of being patient, the teachers are grateful for the school and government regulations. This is what still reminds teachers to remain diligent in educating students, refrain from all badness in school and remain consistent in educating students. 2) Nevertheless, the level or level of patience in educating teachers is not yet at the maximum (expected). In fact, the teachers still put forward their egos in educating students and are still childish. For example, easily angry because of trivial things, easy to dictate because he thinks he is someone to be respected, easy to make fun of students who are seen as naughty, and so on.

3. Trying

The things that are asked about making efforts are Continuing to learn (improving science and scientific competence), Creative, Innovative, and Literacy.

The results of the interview revealed that the conditions of the correspondents were as follows: 1) From a creative, innovative and literacy perspective it was admitted that they were still weak. This can be seen from the way of teaching or managing the class, where from year to year nothing has changed significantly or caused the students to change for the better. 2) But the teachers admit that they are always learning all the time. This means that teachers do not only study material or

science that is their field, more than that teachers learn about other aspects as broad material in teaching.

4. Tawakal

The things that are asked about tawakal are optimism in educating students (never giving up), having good prejudice in educating students (thinking positively), and accepting the condition of the student as it is.The

results of the interview show that the correspondent conditions are as follows: 1) For teachers, positive thinking is the principle of a teacher's thinking, meaning that students must be considered children. In other words, there is no stubborn word and then the teacher gives up. If the conditions are like that, it will not last long to become a teacher, because all students are children, and they are synonymous with activity. 2) On the other hand, the teachers do not cover up certain feelings of unfavorable circumstances (conflict) which cause students to be less able to accept the situation. However, to overcome this the teachers are helped by school rules, so that in responding to it, it is enough to use the rules.

5. Humble

The things that are asked about humility are polite in speaking, polite in attitude, good in behavior, correct in thinking, and graceful (wise).

The results of the interview show the conditions of the correspondent as follows: 1) Of the five main questions above, teachers admit that they are polite, polite, good at behaving, think rightly, and wisely but at the level of the personality of each teacher. This means that the teachers have not acknowledged that they are the most righteous or the wisest people. Remembering small mistakes are still often done every day. 2) In an effort to improve this, teachers try to make themselves aware that they are teachers, and teachers must be role models for their students.

CONCLUTION

The findings in this study indicate that in general the teachers have performed, although still in the minimum scope. However, the role of Islamic religious values that they have practiced has had a major influence on life as a teacher. Of course, an exemplary teacher must have religious values such as gratitude, patience, endeavor, trust

and humility because these 5 indicators are the intrinsic keys to success in becoming a teacher.

Another thing that can be stated from this finding is that unpreparedness and inconsistency are the main factors why the 5 values have less effect on improving performance. On the other hand, teachers are aware that developing oneself and improving oneself is much more difficult, because it is dealing with lust, while human blind spots (weaknesses) are lust.

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