

The Influence of Education and Training Study Field Towards Teacher Competence in Elementary School North Tapanuli, North Sumatra

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Abstract: The purpose of this research was to analyze the influence of education and training study field towards teacher competence in elementary school North Tapanuli, North Sumatra. This study was using quantitative and qualitative research method. The research sample were 103 teachers of elementary school in North Tapanuli, North Sumatra taken by simple random sampling. Data was analyzed by quantitative research which is descriptive statistics and inferential statistics technique and qualitative research which is data organization, reduction, interpretation of research technique. The result of research showed that there were influence of education and training study field towards elementary school teacher in North Tapanuli, North Sumatra. It means that if the education and training study field towards teachers being held more frequent the teacher competence in elementary school North Tapanuli, North Sumatra will be increased. The influence of education and training study field towards teacher competence in North Tapanuli, North Sumatra Sumatera Utara were 46.10%.

Key words: Education and training, study field, teacher competence, elementary school, Medan, Indonesia

INTRODUCTION

The teachers are the forefront human being to achieve national goals that is to enrich the intellectual life of the nation. Teachers are the one who “creates” an intellectual human to be the next generation and future leaders. Uzer (1992) stated that the teacher has the main task to educate, teach and train students. The success of student largely determined by the competence of teachers as the main resource person at the school. The level of student’s knowledge is highly dependent on the competency of teachers in school because the assignment of teacher in school is to transfer of knowledge for students.

According to the law of the republic of Indonesia number 14 of 2005 (Anonymous, 2003, 2005) stated that teachers are professional educators with the primary task of educating, teaching, guiding, directing, train, assess and evaluate students either through formal education, primary and secondary education. This law also emphasized that teachers should have Diploma 4 (D4) or Bachelor degree (S1) as their last education. With this level of education the better teacher competence was being expected.

Although, government programs to improve the competency of teachers are relative many, especially in North Tapanuli, North Sumatra, start from to enhance

teacher incentive, teacher discipline, teacher certification, education and training and so on. But in practice the teacher competence from elementary school to high school still considered low quality, so that, the quality of graduates increasingly unfavorable. This was underlies this research with title “The influence of education and training study field towards teacher competence in Elementary School North Tapanuli, North Sumatra”.

Literature review: Teachers are the main resources of the students in the school. Therefore, to enhance teacher competence become a major concern for the country and the nation. A competent teacher will distribute and transfer their knowledge to students in school. Kariman stated that teacher competence is a must in creating a knowledge-based school which is the knowledge of understanding of learning, curriculum and human development including learning style.

By Undang-Undang Republik Indonesia Nomor 20 of 2003 written that teacher is a professional educator with a primary task of educating, teaching, guiding, directing, train, assess and evaluate students on early childhood education, elementary up to senior high school.

Futhermore, in Undang-Undang Republik Indonesia Nomor 14 of 2005 (Ignatius, 1998) stated that, there are four types of teacher competence such as pedagogical competence, personality competence, social competence

and professional competence. All of them will affect the quality of students. One way that can be done to enhance the teacher competence of was through education and training field of study.

Wursanto stated that, the purpose of education and training implementation is to enhance knowledge, skills of employees, changing and shaping attitudes, develop skills, so that, research can be completed more quickly and effectively, develop the spirit, advancement and enjoyment of research, easier to control and enhances the stability. The intensive education and training will enhance the teacher competence. Therefore, the research hypothesis formulated in this study was "There is a positive and significant influence between education and training study field towards teacher competence in elementary school North Tapanuli, North Sumatra".

MATERIALS AND METHODS

This research was using survey method with the correlational approach. Correlation approach is used to measure the strength of the influence of education and training towards teacher competence. The population were all teachers of elementary school in North Tapanuli, North Sumatra as many as 410 people while the research sample was just a part of population as many as 103 teachers of elementary school in North Tapanuli, North Sumatra. The technique of sampling was simple random sampling. Data collection techniques used in this research was an instrument of research, observation and interviews. While data analysis technique used is descriptive and inferential statistics.

RESULTS AND DISCUSSION

Education and training field of study (X): Based on the research result of respondents as many as 103 teachers then processed by descriptive statistical analysis. The obtained variable of education and training field of study such as an average value was 111.62, standard deviation was 10.91, median was 113 and modus was 113. The scores then grouped in a frequency distribution into seven interval classes with the maximum score is 135 and minimum score is 88, so that, the range of scores was 47 as can be seen in Table 1.

Teacher's competence of elementary school (Y): From data obtained in the research as many as 130 respondents/teachers then processed by descriptive statistics. The obtained variable of teacher competence such as an average was 101.06, standard deviation was

Table 1: Score distribution of education and training study field (X)

Classes	Interval class	Absolute frequency	Relative frequency (%)	Cummulative frequency (%)
1	88-93	6	5.82	5.83
2	94-99	10	9.71	15.54
3	100-105	15	14.56	30.10
4	106-111	18	17.48	47.58
5	112-117	25	24.27	71.85
6	118-123	14	13.59	85.44
7	124-129	10	9.71	95.15
8	130-135	5	4.85	100.00
Total	103	100	-	-

Table 2: Score distribution of teacher competence (Y)

Classes	Interval class	Absolute frequency	Relative frequency (%)	Cummulative frequency (%)
1	77-83	7	6.80	6.80
2	84-90	12	11.65	18.45
3	91-97	15	14.56	33.01
4	98-104	19	18.45	51.46
5	105-111	23	22.33	73.79
6	112-118	13	12.62	86.41
7	119-125	9	8.74	95.15
8	126-132	5	4.85	100.00
Total	103	100	-	-

13.26, median was 99 and mode was 99. The scores then grouped in a frequency distribution into seven interval classes with maximum score is 132 and minimum score is 77, so that, the range of scores was 55 as can be seen in Table 2.

Hypothesis testing: The research hypothesis was "there was a positive and significant influence between education and training study field towards teacher competence in elementary school in North Tapanuli, North Sumatra."

The analysis showed that the influence of variables declared with the regression equation: $y = 8.923 + 0.825X$. This means that the increase of teacher competence variable will be determined by education and training sector study variables. Every increase of one score teacher competence, followed by increased 0.825 score education and training study field at 8.923 constants.

Furthermore, based on the calculation results obtained correlation coefficient $r_{xy} = 0.679$. When compared with the value r_{table} at $\alpha = 0.05$ was 0.195 at $\alpha = 0.01$ was 0.256. This showed that $r_{count} > r_{table}$ or $0.679 > 0.256$. To determine the significance of the correlation coefficient then performed by t-test. T-test results obtained t_{count} was 9.29, compared to the value t_{table} at $\alpha = 0.01$ was obtained 2.61. Thus, $t_{count} > t_{table}$ or $9.29 > 2.61$, so that, the correlation coefficient means. Thus, the hypothesis said that there were significant positive and correlation between education and training study field towards teacher competency were verified. Large donations from education and training sector study variable towards teacher competency variables was

shown on a large coefficient of determination. The large coefficient of determination can be calculated $r_{yx}^2 = (0.679)^2 \times 100 = 46.10\%$. This mean that 46.10% teacher competence variable can be explained by education and training study field while 53.90% more determined by other variables that is not included in this research.

Based on the research results the research hypothesis which said there were a positive and significant influence between the education and training study field towards teacher competence of elementary school in North Tapanuli, North Sumatra is acceptable. This was indicated that the more education and training study field done the better teacher competence elementary school in North Tapanuli, North Sumatra can be achieved.

To implement the education and training study field the strong willingness and commitment of head elementary school and the government is needed. Depdiknas (2006) stated that "the head school as the manager has the task of developing the performance of personnel, especially, increasing the professional competence of teachers".

CONCLUSION

There was a positive and significant influence between education and training study field towards teacher competence elementary school in Tapanuli Utra. Thus the more education and training study field done the better teacher competence elementary school in North Tapanuli, North Sumatra can be achieved. The large donations of education and training study field towards

teacher competence were 46.10%. This implies that the education and training study field variable was high enough to enhance teacher competence elementary school in North Tapanuli, North Sumatra.

IMPLEMENTATIONS

Education and training study field for teachers of elementary school need to be carried out periodically and continuously. The implementation of the education and training study field need a strong willingness and commitment head of elementary school and government. Therefore, head of elementary school and government can design a education and training study field program regularly and periodically.

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