



FACTORS INFLUENCING THE IMPLEMENTATION OF THE MOBILE TEACHER PROGRAM IN INCREASING COLLECTIONS' WORK SPIRIT

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Abstract:

This study aims to analyze the influencing factors of the strategy for implementing School Operational Assistance (BOS) financing in overcoming distortions in financing communication for Prabumulih 3 Public Senior High School. This research is a qualitative research. In data collection, researchers used several collection techniques, namely: (1) in-depth interviews, (2) observation, (3) documentation study. The data analysis technique uses the analytical method using the Miles and Huberman Model which consists of three stages, namely: data reduction, data display, and drawing conclusions or verification. following: Support from the Central Government, Support from Local Government and Cooperation and communication between managers. While the inhibiting factors in the management of school operational assistance funds (BOS) are as follows; At the time of disbursement, the BOS funds could not be used for major repairs, and the BOS funds had not been able to finance all school programs.

Keywords: *School Principal, Funding, School Operational Assistance Fund, BOS, Distortion, Communication*

INTRODUCTION

The implementation of an educational program must be adapted to changes in society caused by developments such as the current era of the industrial revolution 4.0. Because education has an important role in realizing quality human resources in terms of academics and character in harmony with the progress of the times.

The success of education can be influenced by many components including the components of teachers, students, management and financing. The four components are interrelated and greatly influence the success of education.

The teacher has an important role, is a strategic position, and is responsible for national education. Teachers have a duty as educators, instructors and coaches. Educating means continuing and developing the values of life. While teaching means continuing and developing science, knowledge and technology. Coaching means continuing and developing skills in students (Suhermanto, 2017).

Education is the main factor that plays a role in shaping the human person. In Law no. 20 of 2003 concerning the national education system article 3 states that national education functions to develop capabilities and shape dignified national character and civilization in the context of educating the nation's life, aiming to develop the potential of students to become human beings who believe in piety to God Almighty, have noble character, healthy, knowledgeable, competent, creative, mandarin, and become a democratic and responsible citizen.

Teachers are considered as one of the important aspects in education, because teachers are considered very instrumental in determining the quality of education. The

teacher's field of work is divided into four things, namely; education, teaching-learning processes or guidance and counseling, professional development, and supporting teaching and learning processes or guidance and counseling

Motivator teachers in schools are required to be able to establish effective communication with students and reflect on and improve the learning process continuously. Driving teachers are expected to be able to innovate and be creative in providing learning services to students by utilizing information and communication technology (Sakir, 2016).

In its implementation, the mobilization teacher program requires clear and firm superior orders, and needs to provide sanctions for officials who violate it, as stated by Jones that leaders are needed to give orders and be accountable for these obligations and then distribute them in a fixed and strictly limited manner. by rules relating to coercive means and the like (Kulsum, U., Suhermanto, S., & Sugiono, 2021).

In order to achieve the desired goals, everyone in doing work is influenced by the enthusiasm for doing the work. The higher the level of morale that a person has, the better the results achieved by that person. Morale does not only affect oneself but also influences colleagues.

Peers or colleagues are a group that establishes social relations for the same bond, that is both similarity in terms of age, hobbies, social status or social position as well as needs and interests tend to have similarities, moving from this conformity the emergence of a friendship or friendship. To encourage the enthusiasm of colleagues, there needs to be a positive impact, if the environment has a negative impact, it can reduce morale.

According to Maria Marta Manao, et al. There are several roles of the driving teacher but one of the roles of the driving teacher in improving the quality of teachers is to mobilize the learning community for individual educators in schools and in districts and it is useful to gain independent learning experience and

guided groups, structured, and fun.

Based on the researchers' initial observations that the Implementation of the Teacher Motivator Program in Enhancing Colleagues' Work Enthusiasm at Prabumulih 3 Public High School is already underway. Some things that need to be considered in the implementation of the mobilization teacher program are that they must pass the selection and take part in the Mobilization Teacher Education Program. behave according to the code of ethics, also plan, implement, reflect and evaluate student-centered learning by involving parents, collaborating with parents and the community to develop schools and foster student leadership and develop and lead efforts to realize a school vision that is pro-student and relevant with the needs of the community around the school. In implementing the Mobilization Teacher Program, they must also become partners and encouragers for colleagues.

RESEARCH METHODS

In this research, the type of research used is qualitative with a descriptive approach that includes a pure description of the program and/or experiences of people in the research environment. The purpose of this description is to help the reader find out what is happening in the environment under observation, what are the views of the participants in the research setting, and what events or activities occur in the research setting as well as to find out facts and information. Qualitative research methods are research methods based on postpositivism or alternative philosophy, used to research on scientific object conditions, where the researcher is the key instrument, data collection techniques are carried out by triangulation (combined observation, interviews, documentation) (Albi, 2018).

There are two sources of data used as the subject of this study, namely: primary data sources obtained from driving teachers and teachers who often interact with driving teachers at Prabumulih 3 Public High School and secondary data sources from school principals, curriculum representatives, quality representatives, students, or documentation related to driving teachers at SMA Negeri 3 Prabumulih.

In conducting this research, researchers used three techniques in data collection, namely: interviews, observation and documentation. Data analysis begins with raw data processing. Managing data means making summary data based on raw data from data collection. According to Sopyan in Saipul Annur's book, data analysis is the process of simplifying words into a form that is easier to read and interpret.

In qualitative research data collection is by observation, in-depth interviews, and documentation or a combination of the three (triangulation). The longer in the field the amount of data collected will be more numerous and varied. The large amount of raw data that has been collected needs to be reduced. Researchers make records of data collected through observation, interviews, and documentation which are field notes related to research questions and objectives.

RESULTS AND DISCUSSION

Factors Influencing the Implementation of the Activist Teacher Program in Enhancing Colleagues' Work Morale

The Teacher Mobilization Program is a professional development activity through training and mentoring that focuses on 1) learning leadership so as to be able to encourage the holistic growth and development of students; 2) active and proactive in developing other educators to implement student-centered learning; 3) to become role models and agents of transformation of the education ecosystem to realize the Pancasila student profile.

The driving teacher program forces the Teacher to change and then long-lasting change creates a new culture. The culture then becomes a competency expected by the government.

In implementing the driving teacher program, increasing the morale of colleagues is supported by several factors as follows:

The implementation of the Mobilizing Teacher Program at SMA Negeri 3 Prabumulih and SMA Negeri Sumsel is of course inseparable from supporting and inhibiting factors so that it can run and achieve the objectives of the Mobilizing Teacher Program to be achieved. As for the results of interviews with school principals, student representatives and Activist Teachers, information was obtained that the supporting factors were as follows:

a. Internal factors

Internal factors are factors that come from within a person that can support a person's performance in carrying out his work. Factors supporting the implementation of the driving teacher program at SMA Negeri 3 Prabumulih are those that arise from within the teacher, such as; teachers have high motivation, thinking to always develop, have a good attitude, have responsibility, have discipline and have a work ethic.

This opinion is also supported by Imam Wahyudi (2012: 87) states that the measure of teacher performance can be seen from their sense of responsibility in carrying out their duties, mandate, profession they carry, and moral responsibility on their shoulders. All of that will be seen in his obedience and loyalty in carrying out his professional duties inside and outside the classroom.

Teacher as a profession will be bound by the responsibility to carry out the duties assigned. The heavy burden borne by teachers requires that teachers always obey and be loyal in carrying out their professional duties inside and outside the classroom so as to create optimal teacher performance.

Furthermore, according to Mulyasa the seven indicators are shows the weak performance of the teacher in carrying out the task

The main ones (teaching), namely:

- 1) Low understanding of learning strategies
- 2) Lack of proficiency in managing the class
- 3) Low ability to conduct and utilize classroom action research (classroom assignment research)
- 4) Low achievement motivation
- 5) Lack of discipline

6) Low professional commitment

7) Low time management skills.

While the internal factors that can hinder a person's performance in carrying out his work, the driving teacher program at SMA Negeri 3 Prabumulih are those that arise from within the teacher, such as; teachers lack high motivation, lack thinking to always develop, have a good attitude, lack responsibility, and lack discipline.

b. external factor

1) Human Resources

Human resources are activities to achieve organizational success, achieve goals and various objectives as well as its ability to face various challenges, both external and internal. Human resources are said to be good or good if they have proper or qualified education and are supported by adequate company facilities. Apart from that, to get the right and skilled workforce, of course, it must be supported from the material provided. However, if the resources are not equipped with training and motivation, it will have a negative impact on the development of teachers and later also impact on students.

a) Facilities and Infrastructure

Supporting facilities and infrastructure can support a teacher in realizing professional performance, because facilities and infrastructure are tools for an educator in providing information or as a supporting tool in adding insight. Infrastructure is one of the factors that influence the learning process, if the supporting infrastructure is fulfilled it will increase performance.

b) Stakeholders

Stakeholders are all parties, be it individuals, communities or groups of people who have a relationship and interest in the organization. Based on their characteristics, stakeholders are divided into two, namely primary stakeholders and secondary stakeholders. Primary stakeholders are a person or group without which a company cannot survive for a going concern, including: shareholders and investors, employees, consumers and suppliers, together with those defined as public stakeholder groups, namely government and community. Secondary stakeholder groups are defined as those who influence. Of the two types of stakeholders above, primary stakeholders are the most influential stakeholders for the continuity of the organization because they have high enough power over the availability of human resources.

c) Management

Management is the science and art of managing the process of utilizing human resources and other sources effectively and efficiently to achieve a certain goal. Management is often interpreted as knowledge, tips and profession. Said to be a science by Luther Gulick because management is seen as a field of knowledge that systematically seeks to understand why and how people work together to achieve goals and make this system of cooperation more beneficial to humanity.

d) Education Personnel

Education staff is one of the National Education Standards that requires special attention from the government and society. Important views of educators as follows. (1) The teacher that is expected today; (2) The task of the teacher as a life calling; (3) democratic teachers; (4) professional teachers; (5) Increasing the quality of teachers.

e) Educators

Educators are professionals who are tasked with planning and implementing the learning process, assessing learning outcomes, conducting mentoring and training, as well as conducting research and community service, especially for educators in tertiary institutions.

f) Environment

Environmental factors that influence, if the environment occupied is positive then it leads to having characteristics such as the values of Pancasila. Society as a relation in creating good education also has an important role in helping teachers improve their professional performance because it is the community that causes education to be there, because the community really needs it in fulfilling educational

needs so that good relations with the community are needed, so that teachers will gain the trust of the public that they have professional performance that deserves their trust in educating their children.

M.J. Herskovits states, society is an organized group of individuals, who follow a certain way of life. Meanwhile J.L. Gillin and J.P. Gillin said that society is the largest group of people who have the same customs, traditions, attitudes and feelings of unity. S.R. Steinmetz, provides a limitation regarding society as the largest human group including smaller human groups that have close and regular relationships. Opinion of Maclver who said that society is a system of ways of working and procedures, of authority and mutual assistance which includes groups and other social divisions, a system of controlling human behavior and freedom, a complex and ever-changing system, or a network of relations. social.

Society as a relation in creating good education also has an important role in helping teachers improve their professional performance because it is the community that causes education to be there, because the community really needs it in fulfilling educational needs so that good relations with the community are needed, so that teachers will gain the trust of the public that they have professional performance that deserves their trust in educating their children. inhibitor

The implementation of the Mobilization Teacher Program is inseparable from the inhibiting factors. From the interviews conducted with the Mobilizing Teachers, some information was obtained regarding the factors that hindered the implementation of the learning process.

Online learning must be supported by adequate facilities such as having a device or laptop as a means of communication. At SMA Negeri 3 Prabumulih, it was found that several students did not have personal gadgets. So, these students borrow gadgets owned by parents or siblings and even borrow their themes.

Students at SMA Negeri 3 Prabumulih and students at SMAN 3 Prabumulih are students who have diverse economic backgrounds. Starting from the lower, middle to upper economy. This causes that device ownership is one of the inhibiting factors for the implementation of online distance learning. Not a few students use gadgets belonging to relatives and even borrow parents' gadgets. Students experience difficulties in completing and collecting assignments according to the time determined by the teacher.

The implementation of the Mobilization Teacher Program is carried out online. This means that learning is carried out in a network that uses internet or online access. The implementation of learning is also inseparable from signals that are very supportive for the distance or online learning process.

The Minister of Education and Culture issued a policy that said "Freedom to Learn". Freedom of learning is a policy given to teachers and students to exercise freedom of learning independently and creatively. However, during the Covid-19 pandemic, learning adopted online-based learning. This certainly provides its own challenges, how can a teacher provide test questions or assessment assignments that can be used as valid assessments in online learning.

Online-based learning does provide convenience with the help of technology and information. However, it can also provide opportunities for fraud. Based on the observations made, that the teacher cannot directly supervise students doing assignments or tests. Teachers cannot teach children in manners and morals education. There are great opportunities for students to cheat using search engine applications such as Google when working on assignments or tests. The solution given to maintain the integrity of the assessment is to use a variety of assessments using analytical questions that require critical answers such as giving opinions and showing creativity.

Based on the explanation above, the researcher can conclude that the inhibiting factors for the implementation of the driving teacher program are that online learning must be supported by adequate facilities, such as having a device or laptop as a means of communication. Then inadequate internet access often signal interference. Furthermore, the online learning factor where the Activist Teacher cannot provide

learning from programs or real action to students.

CONCLUSION

Factors supporting the implementation of the teacher mobilization program at SMA Negeri 3 Prabumulih are those that arise from within the teacher, such as; teachers have high motivation, thinking to always develop, have a good attitude, have responsibility, have discipline and have a work ethic. While the internal factors that can hinder a person's performance in carrying out his work, the driving teacher program at SMA Negeri 3 Prabumulih are those that arise from within the teacher, such as; teachers lack high motivation, lack thinking to always develop, have a good attitude, lack responsibility, and lack discipline.

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