

Analysis of Teachers' Performance Analysis of State 7 Vocational Secondary Schools of South Konawe District

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Abstract: This research aims to describe and determine the Performance Analysis of South Konawe State Vocational High School Teachers. The data analysis method used is a qualitative method using descriptive analysis tools. There were four informants in this study. The results of this research conclude that the quantity of results and quality of results carried out by teachers requires planning, focus, and evaluation of each work, such as by creating a priority scale. The quality of work requires evaluation with every work carried out by teachers because basically, the work will have several errors which must continue to be evaluated, and minimize these errors to improve the quality of work. Leadership, to improve the leadership spirit of students, some teachers give assignments, because when doing assignments. Learning initiatives from students include teachers motivating students to make the best use of their time at home for studying and not just playing, giving grades as feedback when children carry out learning, and giving rewards, this can be given well parents or teachers as motivation for children to learn. If you build students' creativity, one of the teachers can explain it in various ways by always guiding and motivating children, giving direction that creativity is good for children. For example, someone who can create useful work is like a designer.

Keywords: Teacher Performance, Vocational Secondary Schools, Performance Analysis.

1. Introduction

The world of education is being shaken by various changes in the demands and needs of society and is being challenged to be able to answer various local problems and global changes that are occurring very rapidly. Education is a very strategic vehicle for improving the quality of human resources which is a determining factor for development. Education is a conscious effort to prepare students through guidance, teaching, and/or training activities for their roles in the future (NPC Law No. 20 of 2003). Without intending to minimize the contribution of other components, the educational staff or teacher component is one of the most essential factors in determining the quality of students (Zhang et al., 2020). Teachers are the most crucial component in the education system as a whole which must receive central attention, first and foremost, this figure will always be in the strategic spotlight when talking about education issues because teachers are always related to any component in the education system, teachers play a major role in development (Husein, 2019). In education, especially those held formally in schools, teachers also greatly determine the success of students, especially in the teaching and learning process. Teachers are the component that has the most influence on the creation of quality educational processes and outcomes.

As a teacher or educator, teachers are one of the determining factors for the success of every educational endeavor. The teacher's performance in planning and implementing learning is the main factor in achieving the teaching objectives of mastering the learning process. This skill is closely related to the teacher's duties and responsibilities as a teacher and educator (Sutikno, 2013).

Teachers have the main task of educating, teaching, directing, guiding, assessing, training, and evaluating students so that they can be said to be professional educators. Apart from that, the obligations of a professional teacher are to plan learning, carry out a quality learning process, and assess and evaluate learning outcomes. Then it is reiterated that the main task of a teacher is to plan learning, carry out learning, assess the results of learning, and guide and train students (Priansa, 2018).

Recalling the definition of performance in the discussion in the previous paragraph which states that

performance is the work achievement that has been achieved by someone in carrying out and completing their duties and responsibilities, therefore this identifies that teacher performance can be said to be the achievement made by the teacher when carrying out and completing tasks that are of course their responsibility along with additional tasks that are attached to the implementation of the teacher's main activities which include learning planning activities, implementing learning, and carrying out learning evaluations (Roseno & Wibowo, 2019).

This agrees with the explanation from Priansa, (2018) who explained that teacher performance is the level of teacher success in completing their work. Another opinion from Supardi, (2016) states that "teacher performance is a teacher's ability to carry out learning tasks at school and be responsible for the students under his guidance by improving the achievement or learning outcomes of his students". Therefore, teacher performance can be interpreted as a condition that shows a teacher's ability to carry out his duties at school and describes the existence of a learning activity so that he can guide his students in achieving optimal learning achievements/outcomes.

Then Saondi in Manullang (2017) states that teacher performance is the ability demonstrated by the teacher in carrying out his duties and work, performance is said to be good or satisfactory if the goals achieved are by the standards that have been set. It is also stated that "teacher performance is the result of work in terms of quality and quantity achieved by a teacher in carrying out their duties by their responsibilities which include preparing learning activity programs, implementing learning, carrying out evaluations, and evaluating evaluations (Heryadi, 2018). Not only in terms of the quality of learning and suitability of learning levels, teacher performance can also be seen from the aspect of curriculum implementation carried out by the teacher. According to Supardi (2016), the quality of good and professional teacher performance in implementing the curriculum in learning activities has the following characteristics: (a) Designing learning plans, (b) implementing learning and, (c) assessing student learning outcomes. Learning planning or what is usually called a Learning Implementation Plan (RPP) is made by teachers whose function is to determine the objectives of learning activities, then inform them of the content, meaning, and objectives, determine how to achieve a set goal and measure how far they are from the stated goal. has been achieved and what will be done if the goal has not been achieved (Disas, 2018).

Teacher performance is one of several efforts to improve the quality of education. The quality of teacher performance influences student learning outcomes which will later have an impact on the goals of education itself. This is because the teacher is someone who often interacts with students during the learning process. Improving the quality of education in Indonesia is not an easy matter, many things must be considered and improved, one of which is the quality of teachers. Teachers are professional educators who have the main task of educating, teaching, guiding, directing, training, assessing, and evaluating students. To see the high or low quality of a teacher, you can look at his performance (Maysitoh et al., 2018).

According to Bahri (2011) assessing a teacher's performance can be done by assessing the teacher in the process of learning activities. The duties and roles of teachers in the learning process are shown to be able to shape the development of student learning outcomes in the form of aspects of knowledge, attitudes, and skills, as well as aspects of values. To be able to carry out your duties as a teacher is not an easy thing, there are several things you must have and even train. According to Trianto (2015) to become a quality teacher, teachers must have the ability to make learning plans, then manage learning, evaluate learning and be able to develop their abilities in following developments in the increasingly advanced world of education and be able to master teaching materials according to their field (Luo et al., 2019). doing it. For this reason, teachers must have certain qualifications and competencies (Hankonen et al., 2020).

Based on the various opinions that have been explained previously, it can be concluded that teacher performance is an achievement or work result that has been achieved by a teacher when carrying out his responsibilities for implementing learning activities. Teacher performance consists of several aspects, including aspects in planning learning, implementing the learning process, and aspects when carrying out assessments or evaluations. Teachers who can implement these three aspects productively can be said to be teachers who are competent and have a very high level of performance (Karaman, 2021).

State Vocational High School 7 is one of the schools in South Konawe Regency. In general, the performance of teachers at State Vocational High School 7 South Konawe can previously be said to be good, the majority of the teachers who teach there are already old, and there is a lack of relationship between the principal and teachers and there is a lack of encouragement for learning motivation given by the principal to the teachers. The next problem is that the teachers at Vocational High School Negeri 7 South Konawe have not been able to work optimally in carrying out teaching activities for students because there are still many teachers who often leave students behind during class lessons and only give assignments, especially in practical lessons. Many teachers do not always fully accompany their students.

Researchers also conducted short interviews with several students at State Vocational High Schools 7 South Konawe, the majority of students said that the majority of teachers at State Vocational School 7 South Konawe did not use technological media as learning materials, then the teacher's leadership was not active when in class, this means when a teacher was in class. The class atmosphere seems boring and many students are not enthusiastic when receiving the lesson. Therefore, from the discussion and problems above, the author raised the research title "Performance Analysis of State Vocational School Teachers 7 South Konawe Regency".

2. Literature Review

Understanding Management

Hasibuan (2016), management comes from the word to manage, which means to organize. What is regulated, what is the purpose of it, why must it be regulated, who regulates it, and how does it regulate? Management expert at the beginning of the twentieth century, Follet, (2005) defined management as the art of getting things done through people, Drucker (2003), stated that the manager's job is to provide direction to the organization, lead, and decide how should use resources to achieve certain goals. Getting things done through people and other resources, and providing leadership and direction are things that managers do. Management is a process or framework that involves guiding or directing a group of people towards organizational goals or real intentions Terry and Rue (2015). Management operates within an organization, where management has a very important role in achieving real goals (Li et al., 2020).

Human resource management is the science and art of managing the relationships and roles of the workforce efficiently and effectively so that the goals of the company, employees, and society are achieved Afandi, (2018). Schuler in Sutrisno (2016) means that: Human resource management is a recognition of the importance of the organization's workforce as human resources which are very important in contributing to organizational goals and using several functions and activities to ensure that human resources are used effectively. effective and fair for the interests of individuals, organizations, and society (Wu & Chiang, 2021).

Understanding Performance

If an organization or company wants to progress or develop, it is required to have quality employees. Quality employees are employees whose performance can meet the targets or objectives set by the company. To obtain employees who have good performance, performance implementation is treated. The achievement of a person's or worker's performance due to the resulting efforts and actions. These efforts are in the form of work results (performance) achieved by workers. Performance can result from education, work experience, and professionalism. Education is the basic and main capital of a worker in looking for work and working. Work experience is related to the employee's length of service, the longer a person works in a field of work, the more experienced the person is, and if someone has performance experience in a particular field of work, then he has expertise in the field of work he does. Professionalism is a combination of education and work experience obtained by a worker. There are several things to build a professional mentality according to Jansen H. Sinamo (2007), one of which is a quality mentality, namely a professional displays the best performance possible, strives to always be at the cutting edge of his field of expertise, has high work standards oriented towards the ideal of quality perfection.

Efforts to improve employee performance are one of the main factors for companies in achieving company goals. Several factors can improve employee performance, including salary, work environment, and opportunities for achievement. With salary, work environment, and opportunities for achievement, it is hoped that employees will be able to improve their abilities and skills in carrying out the tasks assigned by the company. Performance shows an employee's ability to increase their work productivity, which can be interpreted or formulated as a comparison between output and input. Hasibun (2016:126).

3. Research Methods

The object of this research is teacher performance, this research was conducted at State Vocational High School 7, South Konawe Regency. The key informant in this research is the Principal of State Vocational High School 7, South Konawe Regency. The supporting informants in this research were 3 teachers at State Vocational High School 7, South Konawe Regency. The informants here are considered to be able to provide information regarding the required research data. Qualitative Data is data in the form of words, sentences, gestures, facial expressions, charts, images, and photos. Quantitative data is data in the form of numbers or qualitative data that is related to research variables. The data collection methods used in this research are Observation, Interview, and Documentation. Data Analysis, The data analysis in this research is as follows: Data Collection, Data

Reduction, Presentation of Data, and Data Interpretation.

4. Research Results And Discussion

General Description of State Vocational High School 7 South Konawe

Vocational High School Negeri 7 South Konawe (Konsel) is one of the schools in South Konawe Regency, this vocational school is located on Jalan. Benua-Basala Axis, Benua Village, District. Benua, Konsel Regency, Southeast Sulawesi (Sultra). The curriculum is based on government regulations and laws stipulated by the minister of national education, as well as implementation regulations from relevant officials. This school has the Postal Code 93373 and has an NPWP number 301585949811000. This regional government-owned school has a Decree on the Establishment of the South Konawe 7 State Vocational School (Konsel), namely 1609. The date of the Establishment Decree is 2009-03-16. Vocational High School (SMK) Negeri 7 South Konawe (Konsel) does not yet have ISO certification.

Quantity of Results

Quantity of results is a measure of the speed of work possessed by teachers at State Vocational High School 7 South Konawe Regency. What tips or efforts do you make so that work can be done quickly? Traut, S.Pd., M.Pd, Principal of SMK Negeri 7 Konsel, said that teachers should have a priority scale for their work.

Creating a priority scale, can help which work can be completed first and, secondly determine the work schedule, so that it can be completed efficiently. Third Mark the work that has been completed, fourthly ask for help from colleagues so if the task is not possible then I will ask for help from a free friend.

According to him, completing a large amount of work in a small amount of time must be done with full planning "Doing activities requires planning, waking up early, focusing on one goal, making a list of priorities, setting deadlines, doing it now, setting a timer, returning to each task, taking time to rest, developing insight, giving rewards to yourself, changing the work atmosphere to make it better. Comfortable, don't chat too often during working hours.

Researchers interviewed with Nani, S.Pdi Teacher of Islamic Religious Education, explaining "What I do is focus on my work, then choose important work so that it is easy to complete. Then, he explained that completing work with a small amount but in a small amount of time requires strategy If there is a lot of work but little time, then what I do is use a quick way to complete the work at hand, because we are pressed for time, then if the first trick is not completed then I will ask a friend for help. Then Irdawati, S.Pdi Teacher of Islamic Religious Education explained that tips or efforts that can be taken so that work can be done quickly is to focus on what you want to do.

Apart from being fast, we also have to stay focused, so that we can do what we do It's done quickly, if you have work, don't delay it. Then he explained about completing a large amount of work in a small amount of time "You have to be time disciplined, if the work has to be finished, if I teach at 7 o'clock then I have to teach at 7 o'clock. Next, Imran S.Pd Mathematics Teacher, explained the tips or efforts he made so that the work could be done quickly "Firstly, try to do the work that we can do, so if we can't do it, it's okay, but as long as we can do it then we have to do it well. However, so that the work can be completed quickly, the steps are to organize the time in such a way because it's not just work that we want to work on, there are also other jobs, so try to make the best use of that time.

According to him, completing a large amount of work in a small amount of time requires time management "That's also a problem for me because my job is not only teaching, but there are other jobs that I also do. Well, if there is a lot of work but little time, then the first job is the same as the first one, the time must be arranged in such a way, but if the quantity is large then to get it done then use tricks, you can ask for help from a colleague, for example he capable, but if he is not able or we have to work alone, then we have to make better use of our time, the main thing is that the time is managed. Then you have to be a little professional in your work. For example, if we are given a job and we can't do it, we can ask a colleague for help.

Based on the explanation above, it can be concluded that every quantity of work carried out by teachers requires planning, focusing, and evaluating each job, such as by making a priority scale, this can help which work can be completed first, then determine the work schedule, with that, it can be completed efficiently. Third, mark the work that has been completed, fourth, ask for help from colleagues, so if the task is not possible, the teachers will ask for help from friends who have time to complete the work.

Quality of Results

The quality of work results is the quality of a teacher's work at State Vocational High School 7, South Konawe Regency. What tips or efforts that you make so that your work is of good quality? Traut, S.Pd., M.Pd, Principal

of SMK Negeri 7 Konsel said "Continue to evaluate every job we do, because the work will have several errors that must continue to be evaluated and minimize these errors to improve the quality of work," said Traut, S.Pd., M. Pd Principal of SMK Negeri 7 Konsel Monday 19 October 2020.

To improve a teacher's performance according to, Traut, S.Pd., M.Pd Principal of SMK Negeri 7 Konsel "Actually, to improve your work, the first step is knowledge, you have to read a lot, take part in discussions to increase your knowledge so that your work can be even better. Then, according to Nani, the S.Pdi Teacher of Islamic Religious Education said that the efforts made do it so that the work is of good quality, namely Discussing quality means we have to adapt it to the existing curriculum, if it is finished, then adjust it to KD or Basic Competencies, because that is a guideline for us when teachers carry out learning.

He also explained related to improving performance, namely "If performance is meaningful, the result of our work, then we must improve, a continuous learning process, by opening Google, or learning via the internet, then we can also take part in training held to improve performance.

Irdawati, S.Pdi, Islamic Religious Education Teacher, said that for the work to be of good quality, the work carried out must be useful. "What we do must be useful, so quality is something that has benefits, we can't work without benefits, so how can we give students something useful? He also explained how he improved performance viz "By always encouraging students to be better, teaching provides the best. Apart from teaching, a teacher must also be able to motivate his students to study knowledge and be more active. Then, Imran S.Pd Mathematics Teacher explained the tips or efforts made so that the work has good quality, namely "First, manage your time well, then work professionally at the right time, if it's time to work then work, when it's time to relax then relax, don't mix up work, like working while playing, well that can slow down work.

He also explained how to improve performance, namely "Personally, I often take part in training, both local and national, trying to provide guidance to other friends and motivation so that my friends also work hard.

Based on the results of interviews with informants, it was explained that the quality of work requires evaluation with every work carried out by teachers, because basically work will have several errors that must continue to be evaluated and minimize these errors to improve the quality of work. And if we discuss quality, it means that teachers have to adapt it to the existing curriculum, if it is finished, then adjust it to the existing KD or Basic Competencies and adjust it accordingly.

Leadership

Leadership is the ability to be able to lead and educate children at State Vocational High School (SMKN) 7 South Konawe Regency. What learning model do you provide to foster students' leadership spirit? Traut, S.Pd., M.Pd, Principal of SMK Negeri 7 Konsel, said that for the learning model, he explained many methods for this. "In Roll Playing, the teacher prepares the scenario that will be displayed, forms an investigation, talking sticks, exchanging partners, snowball strewing, explaining, and finally the demonstration learning method, all of which is to help students to develop leadership.

According to him, to improve leadership among students, they must try to appreciate all the achievements they have made

"Teachers must respect the results of students' creative thoughts, teachers respect students' unfamiliar ideas and solutions, teachers show that students' ideas are students who have values which are shown by having and appreciating, in learning children's character or examples of being a good leader. wise and kind"

Then, Nani, S.Pdi Teacher of Islamic Religious Education explained the learning model that you provide to foster students' leadership spirit, namely

"The learning model that I use is by giving assignments because when doing the assignment, it means that he can be responsible for the task at hand".

He also explained how to improve leadership for students, namely "The way to do this is by providing a lecture method, reminding them how to be responsible students, how to be students who work hard, not neglect their duties and responsibilities.

Irdawati, S.Pdi, an Islamic Religious Education Teacher, said that the learning model provided is to foster students' leadership spirit, namely "By always motivating to be better, especially as I am a religious teacher, so I convey that you are caliphs, especially men, to be trustworthy and honest leaders"

He explained ways to improve leadership to students, namely "Encouraging students to always improve their leadership skills, how to become trustworthy leaders who can be useful to others" Imran S.Pd, Mathematics Teacher, said how the learning model provided to foster students' leadership spirit, namely "If I combine the direct learning model with the cooperative learning model, it is cooperation, and there are elements of leadership there".

He also explained how to improve leadership for students, namely "At school there is something called LDK (Basic Student Leadership Training), it is regulated by the student council and student council supervisors.

However I strive for cooperation between one student and another.

Based on the results of interviews with researchers, it was explained that various methods were used by teachers to improve the leadership spirit of students, including teachers giving assignments, because when doing assignments, it meant that he could be responsible for the tasks at hand, this could train the leadership spirit of the students.

The initiative is a volunteer encouragement to teach and educate children at State Vocational High School (SMKN) 7 South Konawe Regency. Ways to encourage children to study outside school hours to increase knowledge according to Traut, S.Pd., M.Pd, Principal of SMK Negeri 7 Konsel, namely. "By motivating students to make the best use of their time at home for studying and not just for playing, giving grades as feedback when children carry out learning, giving rewards or appreciation, this can be given to both parents and teachers as motivation for children in Study".

For tips or efforts that you make to make students achieve, namely "Always encourage, motivate and direct people to use their time at home as best as possible, and always give directions so that students can make reading a habit, because by reading all kinds of information can be found, always increase students' learning motivation and give awards to students in the form of praise or prizes.

Then Nani, S.Pdi Teacher of Islamic Religious Education, said that the way fathers and mothers encourage children to study outside school hours to increase their knowledge is "When discussing learning outside school hours, SMK 7 has a kind of learning place which is categorized as ROHIS (Rohani Islam). ROHIS discusses a lot about knowledge or increasing insight into religious knowledge because I am an Islamic religion teacher.

He also explained the tips or efforts made to make students achieve, namely "One way is to study harder, then not be influenced by millennial children by playing games continuously"

Irdawati, S.Pdi, an Islamic Religious Education Teacher, said how fathers and mothers can encourage children to study outside of school hours to increase their knowledge, namely "By encouraging, apart from being at school, to continue learning, including reading books. Apart from school, there are also outside school hours.

He also explained the tips or efforts that you make to make students achieve, namely "Apart from students excelling at school, a teacher also needs to teach good organization. At school there are scouts, and there are also extra-curricular activities, we don't just pursue achievement at school, however, outside we can also achieve.

Imran S.Pd Mathematics Teacher said to encourage children to study outside school hours to increase knowledge, namely "We provide non-face-to-face learning, such as homework related to the subjects being taught, then there are also field studies such as observations. He also explained the tips or efforts that you make to make students achieve "Of course they have to study well, then if there is material that they don't understand, they can ask so that it can be explained. To make students achieve, we have to motivate them so that they study harder to get what they want.

Based on the results of the interview, it was explained that it creates a spirit of volunteerism or initiative in students to learn, including teachers motivating students to make the best use of their time at home to study and not just to play, giving grades as feedback when children carry out their activities. learning assignments, giving rewards, can be given by both parents and teachers as motivation for children to learn.

Creativity

Creativity is the ability to teach children not to be boring. Traut, S.Pd., M.Pd, Principal of SMK Negeri 7 Konsel, said that the learning model to foster creativity in students is: "This can be done through demonstration methods, facilitators, explaining, with investigation groups. According to him, to increase children's creativity, he said, the principle of respecting and giving appreciation in the growth of creativity must always be the main thing to encourage outstanding students "Teachers respect students' questions, ideas and solutions that students are not used to, the teacher shows that students' ideas are that students have values which are shown by having and respecting, in learning children's character or examples of being a wise and good leader.

Then Nani, S.Pdi Teacher of Islamic Religious Education, said how the learning model that you use to foster creativity in students is "There are 2 models used, namely Basic Problem Learning and Discover Learning. "The problem here is, they are given problems and are required to solve existing problems, while in Hedis they are encouraged to discover the existing knowledge for themselves."

He also explained how to increase children's creativity, namely "By providing training to foster existing creative souls Irdawati, S.Pdi, an Islamic Religious Education Teacher, said that the learning model used is to foster creativity in students, namely "By always guiding and motivating children, providing direction that creativity is good for children. For example, someone who can create works. So he can create useful work, for example like a designer.

He explained how to increase creativity in children, namely "You have to guide and give direction to your

children, you have to always practice when I usually practice calligraphy.

Imran S.Pd, a Mathematics Teacher, said that the learning model used was to foster creativity in students, namely "You can learn directly or through a cooperative model, so if you don't understand the lesson you can ask a friend who knows better. Or with Discovery Learning or discovery. They are given a problem and then they solve it, either with their friends or students and their teacher.

He explained that it increases children's creativity, namely "There are lots of creative children, some like music, some like sports. So we group them according to their tendencies. Later you can be assigned to extracurricular activities where there will be a supervisor.

Based on interviews with informants, it was explained that creativity can be built in various ways. One teacher explained that always guiding and motivating children, and giving direction that creativity is good for children. For example, someone who can create works. So he can create useful work, for example like a designer.

5. Conclusion

Based on the research results and discussion previously explained, the researcher concluded the research results as follows: Quantity of results, quantity of work carried out by South Konawe 7 State Vocational School (SMK) teachers (Konsel) requires planning, focus, and evaluation of each job, such as by making a priority scale, this can help which work can be completed first, then determine the work schedule, with that, it can be completed efficiently. The quality of work requires evaluation with every work carried out by teachers because basically, the work will have several errors which must continue to be evaluated, and minimize these errors to improve the quality of work. Leadership, to improve the leadership spirit of students, some teachers give assignments because when they do an assignment, it means they can be responsible for the task at hand, this can train the leadership spirit of the students. If you build students' creativity, one of the teachers can explain it in various ways by always guiding and motivating children, giving direction that creativity is good for children. For example, someone who can create useful work is like a designer.

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