



Development Of Teacher Work Ethics: A Literature Review

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Received: 23 June 2022; Revised: 12 July 2023; Accepted: 19 August 2023

DOI: <http://dx.doi.org/10.37905/aksara.9.3.1559-1566.2023>

Abstract

Teachers are a very important resource in education compared to other resources. The study aims to investigate the literature of teacher work ethics. The findings revealed that the teacher is the main instrument in the world of education. A teacher is a role model for society, not only for his students, but also for colleagues in the profession, the environment and for the nation. A teacher is a good example and role model which is a depiction of social life, society will be seen as civilized can be seen from the figure of the teacher as a community educator. For this reason, it is only natural that every teacher must have a good work ethic, so that the teacher's title as a role model for society can be well maintained. Work ethic is something that is very important at work because the success of an institution/company depends on the work ethic of an employee. Big and well-known companies have proven that work ethic is the impact of success. A person's work ethic is closely related to his personality, behavior and character. Everyone has an internal being that defines who he is. Furthermore, the internal being determines the response, or reaction to external demands. Internal response to the external demands of the world of work determines one's work ethic.

Keywords

Teacher Training, Work Ethics, Development.

INTRODUCTION

The teacher's work ethic is a work ethic that is contained in the teacher to act towards an educational goal. Every teacher has a different work ethic. Teachers who do not have a work ethic will work carelessly, while teachers who have a good work ethic will work with full responsibility and dedication, because implementing a work ethic is an effort to work productivity that supports quality work.

Factors that can improve the teacher's work ethic are communication between school principals, fellow teachers and education staff, the atmosphere of communication in a pleasant and harmonious school environment allows teachers to work better (Fadlyansyah & Nurhayati, 2020; Hasan & Nurhayati, 2012; Nurhayati, 2018, 2020, 2021). Communication in a good organizational unit can create a pleasant atmosphere and is expected by the teacher. With good communication, a good team can also be formed.

Even though the government through school principals has made such efforts to improve the work ethic of teachers, teachers who have various characteristics and backgrounds certainly don't all realize the need for a work ethic (Musa et al., 2020, 2022). So of course there are still some teachers who lack a work ethic, this is evidenced by the many cases of violations of teacher ethics reported by various media such as the case of the teacher's slapping against his student at Gorontalo III State Vocational High School, various cases of beatings of teachers against students in Tanjungbalai, cases of dismissal teacher because she was proven to be the second wife in the Ungaran District, and various other cases. In fact, based on the records of the Indonesian Teachers' Association (PGRI), cases of teachers caught in criminal articles have experienced a surge (Febriana, 2020; Musa et al., 2022; Sijabat et al., 2022; Sudarma, 2013).



METHOD

The researcher chose the type of literature review research as the research method used in writing this article. A literature review is one of the studies that contains a theory, findings, and other research materials that have been obtained from reference sources used as the basis for research activities. Review literature in a study discusses reviews, summaries, and thoughts of authors from library sources related to the topics materialised in the research. The results of the discussion from the previous research can be compared with the results of the research being discussed. Literature sources that become reference materials in this study come from several research journals, research articles, and books relevant to the research topic. In this study, the author looks for and compiles several references related to the teacher work ethics, which will then be analysed descriptively based on the author's point of view. Documentation is included in the type of secondary data sources needed in a study. This secondary data comes from relevant research journals and research books related to emergency curriculum and learners' learning lag. Furthermore, the research data is analysed with qualitative descriptive analysis techniques, which is one way of processing data, which is described in the form of sentences by describing things that happened or actual events when researchers took research data, which will then be analysed based on events that occurred at that time. Data analysis techniques are carried out based on the following steps: data reduction process, data presentation, and data verification or making conclusions (Sugiyono, 2018).

RESULTS AND DISCUSSION

Definition of work ethics

Ethos, which comes from the Greek word, can mean something that is believed, how to act, attitudes, and perceptions of the value of work. From this word, what is called "ethic" was born, namely: guidelines, morals, and behaviour, also known as etiquette, which means how to be polite. So with the word ethics, the term business ethics is known, which is a way or guideline of behaviour in running a business, and so on. Because ethics is related to a person's psychological values, every Muslim individual should fill this ethics with his Islam in the actual sense, so that the way he perceives something is always positive and, as far as possible, he continues to try to avoid the negative.

Working for a Muslim is an earnest effort, by mobilising all his assets, thoughts, and dhikr to actualize or reveal his meaning as a servant of Allah who must subdue the world and place himself as part of the best society, or in other words, we can also say that only by working humans can they humanise themselves. So the work ethic is a person's perspective that work is not only to glorify himself, to show his humanity, but also as a manifestation of being a pious child and therefore has a very noble value of worship. Every worker, especially those who are Muslims, must be able to cultivate an Islamic work ethic because the work they are engaged in is worth worshipping. The results obtained from their work can also be used for religious purposes, including to provide for the family economy. Therefore, selection chooses a job and fosters an ethos of Islamic work, which is a must for all workers. The teaching profession is no exception; a teacher must work seriously so that the teaching and learning process can be easily achieved with satisfactory results. In this regard, Toto Tasmara stated that there were three things related to indicators of work ethic as a teacher, namely: 1. These activities are carried out with gaps and prior planning. These activities are carried out with the encouragement of responsibility (3). This activity is carried out because of a noble purpose that dynamically gives meaning to him.

The most important factor in a person's activities in everyday life is his personality and attitude. Because the characteristics of a person's personality appear in his work. This fact is increasingly applicable to the work of a teacher who educates the younger generation in schools. Work ethic is the view and attitude of a nation or people towards work. Work motivation is



something that creates enthusiasm or encouragement for work. Therefore, work motivation in work psychology is usually called a morale booster. The strength and weakness of a worker's work motivation also determine the size of the achievement.

Faced with the challenges of work ethic and idealism, dedication, hard work, and honesty need to be built. The principles of work and time are used quickly, so people don't lose out. Behind such material needs and outward satisfaction, work is more intrinsically God's commandment. This is where the source of motivation can guide and give direction to the spirit of devotion. The following are several definitions of work ethic as a unit of meaning put forward by several experts:

According to Mochtar Bukhori, work ethic means an attitude towards work, views on work, or characteristics regarding how to work that are owned by a person, a group, or a nation. According to Abdul Razak, the work ethic in Islam is a manifestation of a Muslim's belief that work has something to do with his purpose in life, namely to gain the favour of Allah (Habibah, 2015). According to Toto Tasmara, the Muslim work ethic can be defined as the perspective believed by a Muslim that work is not only to glorify himself and reveal his humanity but also as a manifestation of good deeds and therefore has a very noble value of worship. According to Pandji Anoraga, work ethic is the view and attitude of a nation or people towards work. From the several definitions of the work ethic that have been put forward by the intellectuals above, the authors draw the conclusion that the work ethic is a view of work, namely the view that work is not only to glorify oneself or to reveal one's humanity but also as a manifestation of good deeds (productive work), which therefore has a very noble value of worship, namely to obtain God's favour. It is from this perspective that attitudes towards work emerge.

The teacher's work ethic is a work ethic that is contained in the teacher's ability to act towards an educational goal (Bahri et al., 2021). Every teacher has a different work ethic. Teachers who do not have a work ethic will work carelessly, while teachers who have a good work ethic will work with full responsibility and dedication, because implementing a work ethic is an effort to increase productivity that supports quality work (Hamzah, 2017; Mariana, 2021; Nurmalia et al., 2022).

Characteristics of work ethics

The characteristics of a person who has and lives a work ethic will be seen in his attitude and behaviour, which are based on a very deep belief that work is a form of worship, a call and order from God that will glorify him and humanise him as part of the chosen people (Khairo ummah), including:

1) Complete work

A teacher has a heavy responsibility; therefore, whatever has been decreed by the principal according to their respective duties and responsibilities, a teacher must complete the work. A good teacher and role model for students will carry out the task as well as possible because the benchmark for the success of a teacher is to educate his students, and as an employee (Rochman & Gunawan, 2016). He is responsible for the assigned tasks.

A teacher has several routine activities that must be done: 1). Work on time both at the beginning and at the end of learning; 2). Make notes and reports according to performance standards, accuracy, and time schedules; 3). Read, evaluate, and return the work of students; 4). Manage the attendance of students with full responsibility; 5). Manage schedules for daily, weekly, semiannual, and annual activities; 6). Develop rules and procedures for group activities, including discussions; 7). Determine student work schedules; 8). Hold meetings with parents and students; 9). Arranging student seats; 10). Understanding learners; 11). Preparing study materials, literature, and learning media; 12). Attend meetings with teachers, parents of students, and alumni; 13). Creating a conducive classroom climate; 14). Carry out learning exercises; 15). Planning special programmes in learning; 16). Advise students. Thus, a professional teacher will carry out the task as well as possible and complete it.



2) Right Work

As the Messenger of Allah said in his most beautiful phrase, "work for your world as if you would live forever, and worship for the hereafter as if you would die tomorrow". Umar bin Khattab once said, "So you should count yourself before the day will come when you will be reckoned with, and this is in line with the words of Allah in the Qur'an (59:18)." Count yourselves today to prepare for tomorrow. Every step in his life always considers all aspects and risks, and of course, a rational calculation. He does not believe in superstitions, let alone some kind of mystical attribute of polytheism. Commitment to promises and discipline on time are the hallmarks of a true Muslim.

3) Value time

Time is a gift that is priceless for him. For him, understanding the meaning of time is a very big responsibility. So as a logical consequence, he uses time as a means of productivity. There is a kind of whisper in his soul: don't miss even a second of this life without giving it meaning.

4) Never feel satisfied doing good (positive improvements).

A teacher will not be satisfied until he achieves what he expects of his students. He never gave up because imparting knowledge was obligatory. And it will be a charity.

Factors that influence the work ethic

Factors that affect a person's work ethic If it is related to the teacher's work ethic in schools, then there are two essential aspects to explaining these factors, namely:

a) Factors for internal considerations that involve beliefs or cultural and religious systems, the enthusiasm to seek information, and establishing communication

b) External consideration factors, which involve: historical considerations, including educational background and the natural environment in which one lives; sociological considerations, or the social system in which one lives; and other environmental considerations, such as one's work environment. According to Al-Kindi, every Muslim is required to work. God's Word, which forms the basis of the law regarding the work ethic, is: "When the prayer is completed, then you will spread out over the face of the earth; and seek Allah's bounty and remember Allah a lot so that you will be successful "(Q.S. Al-Jumu'ah: 10).

From this verse, a conclusion can be drawn: the requirements for humans to be able to maintain their existence in this world must be continuous, and they must plan to improve themselves to create a better and nobler tomorrow in life in this world and in the hereafter. It is clear that they have to do a better job and always draw closer to Allah. Work motivation is not only in the form of money, which is a basic economic need. Many people volunteer and are happy to work continuously, even though they no longer need additional wealth and money. Although he and all family members have enough security and financial guarantees, he still likes his job and wants to continue working. Because the sweetest reward from the work activity earlier is social value.

Development of Teacher Work Ethics

Below are several instructions on how to improve a teacher's work ethic, which include:

1) Always prepare lesson material.

A competent teacher must always be ready with the material that will be delivered that day to his students. As soon as he entered the classroom, his brain already had an idea of what should be taught that day. Teachers who are not ready to teach that day will be characterised by their behaviour before and after they enter class. There are those who suddenly have a stomach ache; before entering class, they make the tea or coffee too hot, so they have to wait for the tea or coffee



to cool down a bit so they can drink it. These are all signs that the teacher is not ready to teach that day.

2) Always on time

If you still want to be respected by students, try to always come on time. Teachers who often come late will set a bad precedent for their students. Teachers who often come late are very annoying to students. They feel they are being treated unfairly; they are not allowed to enter unless they get permission from the picket teacher or the school principal, but are there any sanctions from the school principal for teachers who are late? There are teacher habits that are not worth emulating. This teacher often looks at his watch as if he wants to end the lesson quickly, even though his teaching time is still not over. Teachers who do not comply with this time will harm their students, who are so eagerly waiting for their teacher's presence in class. This will reduce enthusiasm for learning, which results in a loss of respect for the teacher.

3) Work with rational targets.

We all know that the level of intelligence of students is different. Many factors affect the level of intelligence of a child, in addition to hereditary factors, domicile factors, and other factors. Every teacher must understand the abilities of his students well in order to determine the targets that must be pursued. The teacher should not compete with one student against another; he should compete with the child himself.

4) Fill working hours effectively.

While he was at school, all his time, energy, and thoughts were devoted solely to school. While at school, he does not want to be preoccupied with matters that have nothing to do with school. School affairs cannot be mixed with household affairs, business, and so on. This is called the corruption of time. A good teacher will never leave a bit of working time to relax because he realises that the salary he receives every month must be replaced by making an optimal contribution to his duties and obligations.

5) Responsibility for the Programme

The teacher is a responsible person. Responsible to students, the surrounding community, himself, and God Almighty. Responsibilities for students are not limited to educating them but go beyond that, namely to carry out coaching so that they have a strong and responsible personality. At school, he is fully responsible for carrying out his duties and obligations as an educator, and in the midst of society, he is held accountable as a member of society. And he must be responsible for himself. Being responsible for oneself means carrying out these duties and obligations not because you want to be praised but because of the demands of your own conscience.

6) Creative and Innovative

Besides having great responsibility, a teacher is required to always develop himself (Musa & Nurhayati, 2021; Nurhayati, 2015, 2018; Nurhayati & Rakhman, 2017). Teachers are not allowed to be creative because the creative process is what students expect from their teachers (Agung, 2010). A good teacher is someone who always tries to convey the creative process to his students. A teacher is a creator within the scope of the school. He must have the courage to create something from nothing and be able to change something that was originally worthless into something of high value. Because he must give value to his duties as an educator who has a moral responsibility to educate the nation's children. A creative and innovative teacher must not be defeated by circumstances, but he is required to change circumstances.



7) Don't give up easily.

Teachers are the vanguard of this nation, and so far, there are still many teachers who are showing signs of struggle for their profession. If we want to take a look at the remote countryside, the portrait of that struggle is clearly recorded. But at the same time, in the city, many teachers complain about the lack of welfare and facilities that are felt to be insufficient. This ambiguity really tarnishes the teacher's image as an unsung warrior, although all parties can understand why this happens.

8) Consistent and Consequent

Consistent and consequent are two words that complement each other. These two words can be used as a benchmark for a teacher's dedication to his duties. A teacher should adhere to his attitude and behaviour, besides aligning his words with his actions. A teacher must have the courage to sacrifice for the beliefs he holds in order to educate the children of this nation. Consistency means obeying principles. This refers to firmness in convictions and convictions. Meanwhile, consequent means the only thing with action. A teacher, besides being consistent in his stance, must also use his words as a guide. Once spoken, it will forever become a guide for students. A consistent teacher is a teacher who takes a stand and maintains it as hard as he can. He is not easily swayed by other people's opinions that are not necessarily true. But that doesn't mean he doesn't accept other people's opinions; he's just being critical. He doesn't accept all other people's opinions before he feels sure of their truth. Consistent does not mean rigid, but it is not easily influenced by others. This reflects the figure of a smart teacher, because with his intelligence, he can break other people's opinions that are proven to be incorrect.

9) Enjoy reading and learning.

As a teacher, these two activities must always be embedded in his life. A professional teacher shouldn't neglect to read and study. In fact, it becomes my main task as a teacher. In line with QS: Al-'Alaq verses 1 to 5, which means the following: "Read! In the name of your Lord who created, He created man from a clot of blood, Recite! And glorify your Lord, who teaches people with qalam; He teaches people what they don't know. Ideally, every teacher has a personal library at home. The library will add useful insight and knowledge to improve the quality of learning. Of course, it is not just shelves with guidebooks and package books, but also new books related to the discipline or not.

10) Enjoy writing.

Writing is a special skill that requires practise and persistence. Many smart people have lots of ideas but are unable to put them into writing. The world of education cannot be separated from the world of writing. Both of them are coins that complement each other. So when we talk about the world of education, it includes the world of writing. Ideally, a teacher who has good teaching methods and good writing also This means that his professionalism is not limited only orally but also in writing.

CONCLUSION

The teacher's work ethic is a work ethic that is contained in the teacher's ability to act towards an educational goal. Every teacher has a different work ethic. Teachers who do not have a work ethic will work carelessly, while teachers who have a good work ethic will work with full responsibility and dedication, because implementing a work ethic is an effort to increase productivity that supports quality work. Every worker, especially those who are Muslims, must be able to cultivate an Islamic work ethic because the work they are engaged in is worth worshipping. The results obtained from their work can also be used for religious purposes, including to provide for the family economy. Therefore, selection chooses a job and fosters an ethos of Islamic work, which is a must for all



workers. The teaching profession is no exception; a teacher must work seriously so that the teaching and learning process can be easily achieved with satisfactory results. In this regard, Toto Tasmara stated that there were three things related to indicators of work ethic as a teacher, namely: 1. These activities are carried out with gaps and prior planning. These activities are carried out with the encouragement of responsibility (3). This activity is carried out because of a noble purpose that dynamically gives meaning to him.

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