

## CHANGE IN THE PROFESSIONALISM OF TEACHERS IN THE GLOBALIZATION ERA: OPPORTUNITIES AND CHALLENGES

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### Abstract

Education is the most important element for the advancement of a nation's civilization. The industrial era and globalization have had an impact on educational processes, in Indonesia. On the one hand, globalization has the positive impact of facilitating access to information, but on the other hand, the dominance of technology has the negative impact of dehumanizing a mentality that places technology above everything else. In fact, education in the modern era of globalization is experiencing a value crisis. Education only produces cognitively intelligent outputs, mastering theory and technology but lacking in human and social values. (dehumanisasi). As a solution, education as an investment must be capable of "humanizing man"; integrating man and techno or integrating science and religion, as well as re-paradigmatizing education with a value approach, a sociocultural approach, an approach to cognitive skills, and a policy approach, which is of course necessary to the goal of national education to form a professional education. A generation of moral, responsible, and dignified.

**Keywords:** transformation, teacher professionalism, globalization.

### Introduction

The development of technology is one of the most important aspects of human life. (Dragan et al., 2018; Halili, S. H. 2019; Sitopu et al., 2024). From time to time,

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technology has not been exempt from change and sophistication that human beings are constantly using in all areas of life, including economics, health, education, transportation, and entertainment.

In education, for example, technological advances can be seen from the application of various technologies in the learning process, such as the use of computers, the Internet, and mobile devices. (Bongomin et al., 2020; Hernandez-de-Menendez et al., 2020). The use of computers in education has helped enrich student learning experiences through increased access to information and broader educational resources. In addition, the Internet also plays an important role in education by providing access to a variety of learning materials, reference resources, and online learning platforms. (Tubagus et al., 2023; Aslan & Shiong, 2023; Nurhayati et al., 2023).

The use of technology in education also enables remote learning or e-learning, which allows students to learn without having to be in the classroom (Nurdiana et al., 2023). Besides, technology has also enabled the development of applications and learning management systems that help teachers to plan and implement learning effectively. (Al-Malah et al., 2021; Butt et al., 2020).

It's because, education is vital, especially for raising human resources. Moreover, education is a crucial sector in determining the survival of a nation. A nation will have a bright future if education succeeds in enlightening its generation, but the future will be gloomy if education fails to enlighten its generation. Education is seen as a preventive alternative to building a better new generation.

Therefore, every education system must be able to make changes in the direction of improvement and improvement of the quality of education. The education system should be capable of empowering the various components of education, among other things, the program of learning activities, educators (teachers), pupils, learning facilities, funds, community environment, school leaders, etc. The most important factor in learning is the teacher (Aron, L., & Loprest, P. 2012).

Teachers and educators play an important role in supporting and motivating students because the primary goal of learning is to prepare students to become successful workers in the world of work. (Evans, L. 2002; Ackerman, R., & Mackenzie, S. V. 2006).

Professional teachers are individuals who have developed the skills, knowledge, and competences necessary to provide quality education to their students. They are dedicated to their work and strive to continue learning and improve the quality of their teaching over time. (Lunenberg et al., 2014; Korthagen, F. 2017).

To improve the quality of education, schools must take measures to improve the effectiveness and efficiency of educational processes and activities. (Haddar et al., 2023; Tuhuteru et al., 2023). Collaboration and good cooperation between the elements that exist in the school is essential to implement the improvement of the quality of

education. The role of the head of school is also important in improving the quality of education in Indonesia.

Teachers must be able to concentrate on teaching and learning activities, and must be creative, innovative, and responsive to maintain and develop their schools in the face of the fierce competition in the world of education.

### **Research Method**

The research method used in this research is qualitative using literature studies. Literature or references taken from journals, books and other documents related to the title of the article discussed. When the reference has been done search in goggle scholar and google book then find it according to the specification to be made. (Earley, M. A. 2014; Pillai, A. A., & Kaushal, U. 2020).

### **Result and Discussion**

#### **The professionalism of teachers**

Teachers in today's era of information and communication technology have a role that is more than just teaching. (DeCoito, I., & Richardson, T. 2018). They are also expected to be learning managers who create learning conditions that challenge student creativity and activity, motivate students, and use multimedia, multimedia, and multisource to the desired learning goals. Teachers in today's information and communication technology age have roles that are more than just teaching. They are also expected to be learning managers who create learning conditions that challenge student creativity and activity, motivate students, and use multimedia, multimetodes, and multisource to the desired learning goals. (Nur'aeni Asmarani, 2014).

The quality of education depends on the quality of the teacher, and the improvement of teacher quality is crucial. Improving teacher performance is essential to achieving optimal learning outcomes, and teachers must provide an environment conducive to the continuation of learning. (Koehler, M. J., & Mishra, P. 2005). Teachers serve as organizers of learning for students, and professional development is necessary for teachers to continue to grow and develop. However, reports show that there are some barriers in the development of teacher professionalism, including a lack of focus on teacher needs. To improve the quality of education, the government has implemented various programmes such as teacher certification, development of national and regional curricula, improvement of teacher competence through training, as well as provision of teaching materials and facilities. To be a qualified teacher, you have to be careful in selecting potential teachers or improving the quality of existing teachers.

Improving the performance of teachers is crucial in improving the quality of education which in turn affects the qualifications of graduates. The performance of a teacher is the realization of his ability to plan, implement, and evaluate student learning

outcomes. A teacher with high performance can improve the quality of education, and teacher professionalism is essential to that. (Ahmad Yusuf Sobri, 2016).

Teacher professionalism should be developed according to the needs of teachers to continue to evolve. However, various reports indicate that there are obstacles in the implementation of the development of teacher professionalism because of models that do not fit their needs. A teacher must have strong knowledge and motivation to improve service to the student through teaching skills and knowledge enhancement by continuous learning. Therefore, the goal of learning in school requires innovation in order to develop in line with the dynamics of life. One attempt to improve the professionalism of teachers is through learning innovation. In addition, activities such as Teacher Activity Center (PKG) and Teacher Working Group (KKG) can also help teachers in solving problems they face in teaching activities. (Jamil Suprihatiningrum, 2013).

In the context of learning innovation, a teacher must have the desire to constantly change, develop, and improve his teaching style towards students in the classroom, in order to produce a learning model that meets the class demands. Teachers must act as innovators who can bridge the gap between education and the progress of the community. They must continue to learn and improve their knowledge and skills to create things that can improve the quality of education in line with the development of society.

In the learning process, the new paradigm of learning as an innovative product provides a process to restore the reality of the student as a potential human being undergoing the process of human development. A good learning process can be realized if teachers and students do not limit themselves in communicating within reasonable limits. The close relationship between the teacher and the student causes the student not to be afraid and hesitant to reveal his learning problems (Jamil Suprihatiningrum, 2013).

To facilitate students and facilitators of learning, they must focus on learning goals. Innovative learning is essential, especially in the digital age. It contains the meaning that innovative learning is one way to show the professionalism of a teacher. The teacher is the first person in the class that is close to the needs of the student and has an important role in managing learning. Therefore, when there is innovative learning to be done, it is the teacher who should be the first to do it as a form of classroom action research. Teachers have a significant influence on the learning process of teaching. Therefore, the teacher must lead his pupil to the desired end. They must be able to influence their pupils and think broadly. A teacher must have credibility because it will give them the power to make an impression and influence.

Innovative learning is a new way of facilitating students to maximum learning outcomes. Innovative learning can be done in a variety of ways, such as distance learning, observation methods, and game-based learning. Teachers should pay

attention to the material aspects that will be applied in the learning process. Teachers must be able to use digital technology to generate modern learning that is appropriate to the times, and teachers must also have good communication skills to communicate everything related to learning in schools through technology. (Jamil Suprihatiningrum, 2013).

There are many learning theories, but four are commonly used by teachers or educators: behavioral, cognitive, constructive, and humanistic. Behavioral theories emphasize the importance of changing individual behavior in response to a stimulus. Cognitive theory, on the other hand, focuses on the process of learning rather than the result of learning. Constructivist theories see learning as a process of building knowledge by the individual. Lastly, humanistic theories stress the significance of meaning in learning, so that learning not only memorizes but captures more material meaning.

To optimal learning outcomes, theory of learning is required. There are four dimensions and substance of education that can help create truly professional teachers: 1) Providing university-based teachers; 2) Inducing school-based beginners; 3) Professionalizing teachers based on institutional initiatives; 4) Profesionalizing individual teachers or becoming madani teachers. (Jamil Suprihatiningrum, 2013).

The competence of teacher professionalism can be seen as a continuous process. The learning process will go well if supported by a teacher who has high competence and performance, because the teacher is the tip of the spear and tip of a spear of the child's education in the school and as the curriculum developer.

Teachers need to constantly improve their skills, attitudes, and ability to meet the demands of their professions as well as the development of science, technology, and the arts. Reasons why teachers have to improve their competence, among other things, because they have to work professionally, to promote quality science, and to meet students' needs. Teacher competence improvement should be done continuously to bring innovation and innovation in the learning process.

## **Globalization**

Globalization comes from the English "the globe" or the French "La monde", which means the earth or the world. It refers to the process of making everything one earth or one world (Bartelson, J. 2000). Baylis and Smith define globalization as an increased interaction between societies, in which events occurring in one region can affect the lives of humans or societies in another region. Anthony Gidens calls globalization a "time space distancing", where space and time are no longer significant constraints.

Education, according to Mangun Wijaya, is the initial process of human endeavours to cultivate social awareness in each individual as the perpetrator of history.

Jean Piaget defines education as the link between the growing individual with the social, intellectual, and moral values that are the responsibility of education to the individual. Ary H. Gunawan also argues that education is a process of socializing values, knowledge, attitudes, and skills. In conclusion, globalization is the process of making everything one earth or one world, while education is the procedure of growing social awareness in individuals and connecting individuals with social, intellectual, and moral values.

Based on the above understanding, it is understandable that education does not focus only on the cognitive aspect or the ability to think only. Education should also prioritize other aspects such as character, conscience, and awareness of the ability and not the ability of the student. The educational objectives should include changes in the cognitive, affective, and psychomotor aspects of the students, as well as being able to encourage them to play an active role in making good changes in social life.

According to Winarno Surachmad, educational pressures are not only limited to cognitive aspects or thinking abilities, but should also pay attention to the development of the character and conscience of the pupils. Character education also plays an important role in creating qualified pupils, by instilling good habits so that pupils can design and act based on the values that have become their personalities.

In education, it is important to develop the potential that students possess, both in the cognitive and non-cognitive fields of artistic talent. Education is not only about drawing intellectually intelligent societies, but also about forming individuals with good character, morality, and social awareness. Thus, a holistic and comprehensive education will help the learners to grow and thrive thoroughly, not only in the intellectual aspect but also in the emotional, moral and social aspect. (M.S. Abbas dan Suyanto, 2004).

On the one hand, no matter how hard the teacher tries at school, it hardly affects the student. However, the higher the level of education of students, the worse their attitudes and behavior. This is due to the lack of synergy between education in schools, communities, and families. The most important education in the family is the primary and first education the child receives from his parents and his family, and the child lives in a family for a long time. Louis V. Gestner Jr., in *Reinventing Education* (1995), argues that parents and society play a role in supporting education. In line with the school autonomy paradigm applied, the roles and roles of parents and society are not only in terms of funding, management, and evaluation of school performance, but also in realizing synergy, integration.

HAR Tilaar stated that ethical and moral degradation was a problem of education as a direct result of urban lifestyle changes. Schools must instill ethical, moral, and character values after family and society. Rich (2002) categorized moral values as mega-skills. The balance between work and life is important, and schools and communities play a role in instilling Islamic values. The statement suggests that a decrease in the level of student agitation should be addressed by looking at the intensity, frequency, and

quality of communication between parents and children at home. It is believed that the higher the frequency of communication between the child and the parent, the greater the positive impact on the child, and vice versa. Problems of decency, morale, and ethics of children are more common in urban areas because of the lower intensity of communication between parents and children.

The social environment is also important, as demonstrated by the influence of social control, cultural instruments, and means of communication on a child, both positive and negative. In today's age of information openness, religious science becomes a necessity and a need for children to filter the influence that comes in. Therefore, there is a need for rapid social change that demands a new paradigm in education, that is, a holistic view. This vision means that education will emphasize a comprehensive and global approach. This holistic vision will bring about two innovations in education: education will stress students "think global and act locally", and a renewal of the meaning of efficiency, which includes harmony with the environment, solidarity, and good for all.

The need for a new paradigm in education is often ignored by educational institutions, despite the phenomenon of social system change in the macro, meso, and micro spheres. The current educational paradigm still tends to be dominated by the old paradigm that places learners as objects of learning rather than active individuals that construct knowledge and find their own meaning in learning. The new teaching paradigm emphasizes changing the meaning of teaching learning models. Teachers are no longer positioned as learning sources responsible for delivering information, but must act as managers of learning resources in order for them to be used by students themselves.

Sustainable education should be able to prepare students with at least five competences required in this age of globalization, namely: 1) Intellectual competence: This includes the ability to think critically and logically, creative and innovative, solve problems, and make strategic decisions. 2) Personal competence : Having moral values and good virtues, such as honesty, discipline, independence, critical thinking, and responsibility. 3) Communicative competency : It refers to the ability of using language effectively and communicating with others. 4) Social-cultural competence. It includes the capacity to live and collaborate with others, understand and respect different cultures and social norms. 5) Kinesthetic teaching competency: It involves the ability for using knowledge and technology to support global progress in life.

Such competences can be developed through learning processes that focus on critical thinking, problem-solving, creativity, and collaboration. Teachers play an important role and enhance this competence through a professional development program and a participatory-centred approach. By equipping students with such competences, education can better prepare them to thrive in the global world and contribute to the progress of society (Istiarsono, Zen, 2016).

## Conclusion

Teachers play an important role in teaching learning. Teacher professionalism refers to his ability and expertise in pedagogical, personal, social, and professional competence. Thro the learning process, teachers must be able to develop their professional competences to improve the quality of teaching. With the competence they have, teachers can design the learning process better than ever before. There are many factors that cause the poor quality of education in Indonesia, both technical and non-technical. Teachers are expected to be able to create challenging learning environments that stimulate student creativity and activity, motivate them, and use multimedia, multimedia, and multisource to the desired learning goals. By applying learning innovations, learning processes can be improved in a better direction, give others an idea of how to apply such innovations so that others can try them, and encourage the continuous development of knowledge and insights. Improving the quality of teachers' professionalism will lead to improved quality of education, both in the process and in the outcome.

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