TEACHER'S PEDAGOGICAL COMPETENCE IN THE ERA OF DISRUPTION 4.0 EDUCATION

Ega Purwaningsih[1],Madhakomala[2], Rita[3]
[123]Jakarta State University, Indonesia
E-mail:,ega.harahap@gmail.com[1] , madhakomala@unj.ac.id[2]

ABSTRACT

Based on the national education system, education is a conscious and deliberate effort to create an atmosphere and learning effort that allows students to actively expand their potential because they play religious and spiritual strengths, self-operation, character, intelligence, noble character, and essential requirements. Technology characterizes self, society and society. countries and states. At this point, teachers are expected to have the personality to manage learning programs appropriately and in harmony with student needs. This article aims to explain the necessity of reviewing the pre-education curriculum in LPTKs, especially those related to educational philosophy issues, and proposes regulatory support that can support the realization of professional pedagogic competencies. The ability of teacher education must be improved not only in terms of the ability of teachers, but also philosophically in education itself. In the future, educators are expected to be able to adapt and even be creative in order to create disruptive innovations in order to improve the quality of education. This article also suggests a more targeted curriculum review and government support as a solution.

INTRODUCTION

Law Number 2003 regarding the State National Education System. Education is a conscious and deliberate effort to create an atmosphere of learning. Learning efforts that enable students to actively develop their potential for religious and spiritual strength, self-control, character, reason, morals and noble abilities, are the state and the state. The mandate of this law is a guideline for all. Education that equates the steps together to achieve these goals. From So, as an educator, you need to know which competencies to use. What is needed to achieve the national education goals and how to achieve them? UU no. 2005 on Teachers. According to Article 8 of 14 and the instructor.

Education is an obligatory part together to form civilization. Overall, the components of the world of education also support the success of the country's high culture in the printing sector. Education is one of the key elements that shape civilization. Overall, the components of the world of education also support the success of the country's high culture in the printing sector. You can see what Japan was like after World War II. The first question is the number of remaining teachers (Taufik, 2019). You can see what Japan was like after World War II. The first question is the number of remaining teachers (Taufik, 2019). It is one of the most important elements in the formation of civilization. Overall, the components of the world of education also support the success of the country's high culture in the printing sector.

Indonesia, one of the countries with talents and natural resources, is a demographic bonus (PPN/Bappenas, 2017). At the same time, China, Russia, Japan and Germany are at risk. Demographics (Armandhanu, 2015). Japan is experiencing a demographic crisis. The challenge of population decline that creates a population and working age when productivity declines, Japan is working to improve this situation. Implementation of Society 5.0 (Yuliardi, 2020). Indonesia does not need to be careful, the direction of education in this country is abundant natural and human resources.

There are things that colour the history of education in this country. Note The country changed its curriculum several times after independence. Now it varies from minimal to maximal change (Muhammedi, 2016). Not to mention the draft of the national education map for Indonesia 2020-2035 if there is time. Removing religious expressions and currently still controversial (CNN Indonesia, 2021). Including teaching positions which are currently not in the wrong position as teachers. The welfare of public officials (PNS) and honorary teachers is still not sufficient (Bramasta, 2021).

The world is currently experiencing a period of disaster. Technological developments will affect the world order. There are many new jobs as well as jobs lost. Including the implementation of special learning in the classroom. For example, using gadgets in class. Student Focus is one of the following uses: Learning (Horn & Staker, 2015). Looking for additional learning resources. Active and independent. Education is a subject because it is an important part. Increased disruption of innovation to increase the sustainability of self-actualization (Carta Dinata, 2020). Studies also show that technology is needed for the future (World Economic Forum, 2015). Teachers are required to have outstanding skills in their respective fields, whether pedagogically, personally, socially or professionally. Teacher pedagogic skills are one of the skills that must be played by every teacher at all levels of education. This is not an explanation of the laws of the Republic of Indonesia. Article 10(1)-14 of 2005 concerning Teachers and Trainers states that educational competence means the ability to direct student learning.

Based on the description above, from the point of view of Islamic education, educators are responsible for the physical and mental development of students, and students have reached the maturity stage and have humanitarian obligations in accordance with Islamic values Aldo, Calif Pial-All Aldo). The main task of the teacher is to teach, guide and guide Instruct, train, assess, assess and educate students together and outside the classroom. Teachers are always dealing with students who need important understanding, skills and behaviour to face future life. Pedagogically competent teachers are teachers who have the following skills in managing students.

As some of the explanations above explain the importance of a teacher's pedagogical ability, a teacher's pedagogical ability means a package of understanding, skills, abilities, skills and actions that must be played and lived and controlled by the teacher. Teachers with pedagogical skills are good at managing learning, encouraging the teaching and learning process effectively, and achieving the expected goals. In fact, if all teachers fall into the category of ability above, then the description of educational ability above can be analysis and the quality of education is not bad. Critical research is needed in this country. One of the causes is the lack of talented educators and the difficulty of realizing efforts to educate people's lives, and ignorance in the end has an impact on poverty. phenomenon. A study on how teachers can improve their pedagogical skills is very necessary, because often educators do not have competent teacher qualifications, especially those related to learning management.

In time. The teacher plays the central figure with the learning activities. The teacher is the most important and only source of knowledge in the classroom. Currently, the role of the teacher has shifted, namely as a mediator for students. Learning is no longer teacher, but more student-centric (Priatmoko, 2018). In this turbulent era, the sanctity of families, schools, and society has been shaken by the arrival of a new power in the form of a supernatural being that can be present wherever a child is. This is what is called an educational disorder (Herwina, 2018). Indonesian education has built competence in its development which must be owned by teachers. According to Law no. 14 of 2005, the competencies that must be possessed by teachers, namely pedagogic competence, professional competence, personality competence, and social skills. In its description, pedagogic competence includes seven things: namely, mastering student characteristics, mastering learning theory and teaching and learning

principles, developing curriculum, educative learning activities, developing student potential, ability to communicate with students, ability to conduct assessments and evaluations.

Educational competence, in turn, is one of the most important tasks that must be fulfilled. Show professionalism as a teacher. Indonesian face. The test results show that the ability of Indonesian language teachers is still low. 2012 teacher competencies, both educational competencies and professional competencies (Bhakti & Maryani, 2017). Professional teachers, the next generation of educators in the country who provide professional, academic, educational, social services and must be printed by professionals, education officials and educational institutions (LPTK). The results of the Teacher Competency Test on 2,430,427 teachers in 2015 showed that the national average had not yet reached the target. This is 53.05 of 55 goals. expert 54.77; While the average value for educational ability is 48.94. The states that achieve the national average include the Special Region of Yogyakarta (62.58), Central Java (59.10), DKI Jakarta (58.44), East Java (56.73), Bali (56.13), Bangkabiltun (55.13), and West Java for only 7 weeks. is. (55.06). The minimum average for countries other than Java is 41.96 (Kemendikbud, 2016).

The results of the Teacher Proficiency Test (UKG) above reflect the quality of a teacher. Indonesia. In particular, efforts to improve quality are needed. Professional educators in all conditions, including professional teacher preparation. Teacher production training, namely LPTK (Bhakti & Ma 2017). Based on the above phenomenon, it is mandatory to deepen the study of the ability of educators, especially educational abilities, especially in times of turbulence.

Educational skills are one of the things that are increasingly required to be explored. Achieve national education goals. As we know, this ability is Education along with the competencies that exist with Law no. 14 of 2005 Teacher or pedagogical skills include studying student characteristics, learning theories and teaching principles, curriculum development, teaching and learning activities, developing student potential, communication skills with students, assessment and assessment. Includes 7 implementations. Teacher skills education is not optimal because the government does not support the implementation of School-Based Management (SBM). This means that government intervention limits the creativity of teachers, and the occurrence of interference can be felt by teachers and school managers as an obstacle to the influence of SBM itself (Shahruddin et al., 2013). The era of chaos until it happened. So, of course, educators must play an obligation to adapt together to teach and update values that may be closely related to the current situation. This needs to be encouraged because educators are giving lectures (Hidayah, 2019).

RESEARCH METHODS

With this study, the researcher used the literature review method and literature study. Literature research is a method in which researchers use data and figures from the field to directly examine data that is carried out in a way that they do not handle directly, but the data they use means that the data already exists and is ready to be used. (Farisi, 2012) Research from Cooper & Taylor in library research or literature review (library study, literature review) means a critical study or examination of knowledge, ideas, or findings in the body of an academically oriented literary work), theoretical contributions and methodological formulations for a particular topic". Researchers have used this research design as a form of narrative analysis,

Researchers searched for articles published on Google, Google Scholar, and Educational. 21st Century Education, Learning and Technology using selected keywords. Use English or Indonesian. Articles or journals that meet the criteria are selected for further analysis. This literature review uses the literature whose journal publications have been available over the last decade. Access full text alongside PDF and academic formats (peer-

reviewed journals). The criteria for the journals reviewed are articles with Indonesian and English language study journals.

RESULTS AND DISCUSSION

Philosophy of Education

Philosophy is philo, philore (love) and sophos or sophia (virtue, dose, truth). Science, things, people, nature Philosophy is fundamental and means reflexive thinking to get answers to universal questions. The answers were edited systematically, critically and reviewed openly in order to obtain the essential truth. The answers to these questions are generally never ending and imperfect. The term education comes from the word "educate" where the prefix "pe" and the suffix "kan" means "action" (things, methods, etc.). The term education originally comes from the Greek word "pedagogy" which means education for children. The term is then translated into English into "education" which means development or guidance. In Arabic,

Bernardiv conveyed the philosophy of education as a science or philosophy of education based on philosophy which is applied to efforts to consider and solve educational problems. Albi said that the philosophy of education stimulates educators and stimulates certain educational ideas, teaching methods, teaching directions, who receives education, teaching methods, and the role of educators (Jenilan, 2018). On the other hand, Dewey describes the philosophy of education as the formation of basic competencies for both intellectual thinking and emotional feelings for humanity (Kristiawan, 2016).

Based on the views above, the philosophy of pedagogy can be explained. The nature of education as a research subject is influenced by the basic philosophy. We will present the direction of education. Indonesia plays a philosophy of education based on Pancasila and the 1945 Constitution, and the Education Law is the basis or foundation for the implementation of education (Giri et al., 2021). Pancasila is the education philosophy of the Indonesian nation, Indonesian education requires that students know the Creator, respect Indians, the spirit of Indonesia, fair and equal individuals. The environment with the nuances of Pancasila and the actions of the Pancasila educators are role models. Pancasila is an attitude of life based on the historical experience of the Weltanschauung, the experience of the people (expression of desire). Pancasila plays an answer to the challenges of historical facts (colonialism),

Pedagogic Competence

Ability is a combination of elements of knowledge, skills, values, and attitudes that are reflected in the habits of thinking and behaving. An increasingly clear view of ability Hornby is someone who has the ability, power, authority, ability, and knowledge to do what is required. Competence is the ability to carry out what has been obtained through education and training. In this case, to become competent, you must first train and educate yourself.

Based on Usman (Habibullah, 2012), a teacher is a position or profession that requires certain skills or abilities to fulfil its duties and functions as a teacher. In Arabic, skills are also called Al-Kafa'ah and Al-Ahliyah. This means that you act out the skills and abilities of the field with one or more permissions to do something within your knowledge. Teachers cannot carry out their duties and professional functions as teachers without certain skills, abilities, or skills (Note, 2014). Educational ability is a type of ability that must be possessed by a teacher, including the ability to manage learning. Educational skills stand out from other professions and determine the success of your student process and learning outcomes.

Educational skills do not appear suddenly, but are developed both during long courses of professional preparation (teacher training) and during professional life, supported by the talents, interests and potential of each of the other teacher participants. It is continuously and systematically managed. Aspects of teacher pedagogic competence based on teacher performance assessment include learning theory and teaching and learning principles, curriculum development, and pedagogic learning activities. develop the potential to communicate with students, you can evaluate and evaluate. Educated teachers become

creative teachers. Creative and innovative teachers always try to find new breakthroughs with interesting innovations. Transforming and productive teachers try to realize their dreams in the real world and shape the character and character of independent and talented students. Teachers are currently expected to play competent individuals. Use the right method and manage your learning program accordingly. student needs.

The Age of Disruption 4.0

Digitization is the result of technological evolution that has changed almost everything. The order of life that began in the world of business, banking, transportation and society has an impact on education. Some people say distraction is a threat. Many parties also discussed the current situation. This is an opportunity. A technology that targets gaps in human life (Kassali, 2018).

Disruption is a persistent and popular term for Christensen and Porter's idea that they must compete to win. Companies at all levels and industries need to provide more value to their customers, because they are invisible when they are trying to change their position (Kasali, 2018). Destruction is defined as rooting in the Big Indonesian Dictionary (KBBI). Interpreted with everyday life, destruction is a fundamental or fundamental change, or evolution.

In times of chaos, you have the choice to remodel or create. freshly made). If we decide to change our appearance, we can innovate the products and services that we already have. On the other hand, if you want to create something new, you have to innovate according to consumer habits. Confusion is a way of thinking about how to organize a good education together and produce quality Indonesian students. Teaching and learning activities are changing. The classroom has evolved into a digital learning pattern that offers a more creative, interesting, diverse and inclusive learning experience. The role of educators in this digital era is different from the role of educators in the past. Today, educators compete with machines,

Then the role of educators is considered variable because it emphasizes ethical values, culture, character, wisdom, experience to social empathy that cannot be taught by machines. Disability education is not just about turning conventional face-to-face classes into virtual world classes. But what is more important is the reel revolution. Educators as sources of learning or givers of understanding become mentors, facilitators, motivators, and even inspiration for the development of imagination, creativity, character and collaboration of the younger generation, which will be needed in the future. Disruptions in the world of education arise from changes in teaching methods that focus on educators for students (AIPI, 2017). Kasali (2018) states that universities will play a role in the future of disruption in education in order to respond to global demands and the digital world.

Unfortunately, Indonesia currently does not have the facilities and infrastructure. Suitable to welcome one of the devastating impacts of the world of education. The results based on a search, only 59.3% of schools in Indonesia are connected to the internet today is one thing that can play a problem solver today. This constraint (World Bank, 2020). But there is still something we need to remember. Educators hinder innovation in the world of education. They started out as devoted educators from the start. Inside and outside. Technically limited, the annihilation of learning innovations is used to carry out the following missions: educators.

This condition still plays a role in our homework, especially for educational institutions. Education as the Human Resources Development Commission (LPTK). Print job training. LPTKs develop management strategies and organize educational programs and other activities to support the implementation of educational institutions in educational institutions, as well as to coordinate the characteristics of higher education institutions needed to implement the tri dharma of higher education. We reserve the right to refer to the standard. Other countries continue to carry out reforms and studies to increase teacher professionalism (Askerc & Kocar, 2015; Liew, 2016; Merkt, 2017; Olatunji, 2013; O'Loughlin et al., 2017;

Robinson & Hope, 2013; Suciu, 2011); Van Driel & Berry, 2010; Williams & Lockley, 2012; Yilmaz & Tinmaz, 2016).

LPTK treats prospective teachers (inputs) as possible outputs (outputs). Fulfil of obligations under the Law on Teachers. LPTKs are now taking on a new mission for teachers to provide professional teacher training to S1 graduates and carry out knowledge dissemination programs through graduates who have passed the 3T (Best, Priority) program (Hasan, 2015). The Indonesian education system needs to be improved and pursued in order to achieve Indonesia's educational goals through various programs including revamping the LPTK itself. When we follow educational problems in our educational philosophy, we need to know together that educational problems will be solved and general educational goals will be achieved. The purpose of national education comes from the philosophy of education, the philosophy of education from the philosophy of life, and philosophy of life from the point of view of mankind (Kartadinata, 2021). Reflecting the direction of Indonesian education in the Constitution is very important because it leads to the direction that the Indonesian nation itself must go.

Especially considering the problems of teachers in the era of the education system, today's educational turmoil, and some other things we can suggest are curriculum reviews. In particular, improve the learning experience of future teachers by researching the Basic Skills Curriculum (MKDK) for teacher training programs and strengthening microteaching activities. Based on research, learning the MKDK material and the practice of field experience programs can have a positive effect on preparation. become a teacher (Murtiningsih, 2014). For example, the MKDK at the Indonesian Education University includes the Education Foundation, Psychology of Educational Guidance, Curriculum and Learning, Education Management, and Introductory Education (Basic Education Course, 2021).

Or as another example, education planning, educational evaluation, professional or higher education curriculum research, teaching and learning strategies implemented by MKDK pedagogical practice, student education, learning theory, Learning and Educator Work (General Learning Curriculum and Similar Courses) Basic Curriculum, 2021) should be further deepened in the discussion of educational philosophy. As we know, teachers know that there must be a background or something behind students' learning and teaching abilities. Future educators must have good reasons to become educators. They must have a reason to study a certain science or a reason why I should study it. We will teach this knowledge and apply it to others.

When educators understand and internalize each other from a philosophical point of view, Education means having the right way of looking at life and educators. We always do our best to fulfil our responsibilities and can even be at the forefront of disruptive innovations in education. Therefore, full support is needed from the LPTK as one of the institutions responsible for training professional educators (Bhakti & Maryani, 2017). National system courage no matter how good the education system, there will be no optimal education without state support.

As we know, philosophy leads to theory, then practice, and regulatory support is needed to be inclusive. To give a simple example, school educators try to discourage children from smoking, but students can easily buy and enjoy cigarettes. There are still some inconsistencies. That's the view that's happening now. Therefore, the support of authorities and policy makers is very important. State support can also be provided through continuous improvement of competence as professional educators, as initiated by the teacher working group which has contributed to improving the competence of teacher educators (Arsyad; Sulfemi, 2019). This includes increasing the number of professional educators so that the training objectives can be achieved immediately. Including curriculum improvement.

Educational ability is the ability in terms of a teacher's learning process in managing student learning. This must be done by all teachers to educate people's lives. Even according

to national education standards, the explanation in Article 28 (3) explains what is meant by educative ability is the ability to guide student learning, including: Student understanding, learning design and implementation, Evaluation learning outcomes and training students to be aware of various possibilities. This condition at least includes aspects of Mulyasa's (2009: 75) review, namely pedagogical insight and basic understanding, student understanding, curriculum or curriculum development, design. Learning, conducting educational and interactive learning, using learning techniques, assessing learning outcomes (EHB),

Educators (teachers) play an important role in determining the quality of learning in the teaching and learning process. Teachers must be able to show students how to acquire knowledge (cognition), attitudes, values (emotions), and skills (psychomotor). In other words, the main task and role of educators is the learning aspect. Learning is a tool to achieve educational goals. In other words, the quality of education is strongly influenced by the quality of educators. According to Article 20 (29) (2) of the 2003 National Education System Law, educators are experts in planning and implementing learning processes, evaluating learning outcomes, and providing guidance and training.

Together with the context of the national education system, educators must be able to achieve national education goals. Educators are people who can become educators if they are unable to achieve national education goals. These skills are parenting skills, professional skills, personality skills, and social skills. (National Education System Law, 3003: & PP.19: 2005). The basic problem at this time is that there are not many teachers who act as role models for students, there are even symptoms that demean teachers. This is because the teacher plays a low and low spirit and does not guarantee the implementation and good awareness of directed professional services in various fields. This is because some teachers do not display a very professional image (Nurhayati Djamas, ed., 2005: 2). Lately, seen various forms of student flight going on here and there. The community believes this is partly because of the inability of school educators (teachers) to transform ethical values and shape students' personalities.

CONCLUSION

Education is an obligatory part of the country's development. Teachers or educators are professions that require academic, pedagogical, social and professional skills requirements. Therefore, it is important to play a qualified teacher. One of the most mandatory skills of an educator is pedagogical ability, acquiring student characteristics, acquiring learning theories and pedagogical principles of learning, developing curriculum, teaching and learning activities, developing student potential, communication skills, reviewing and assessment. You may. At any age, educators must be able to adapt and be creative with disruptive innovations to improve the quality of education.

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