

Student Motivation in Determining Career Choices as Teachers in Elementary Schools (Descriptive Analysis Study of UPI Campus PGSD Students in Serang)

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Abstract

In choosing a study program in tertiary institutions, the average student is influenced by different motivations. Motivation acts as a driving force for someone to carry out an activity in order to achieve a goal. To have a career as a teacher, this motivation must come from within yourself, not from coercion from other parties. Because motivation that comes from within prospective educators, especially PGSD study program students, will motivate these students to act or behave in order to achieve their goal, namely to become a competent teacher. The purpose of this research is to reveal the motivation behind the students studying in the PGSD study program and to find a tendency for students' motivation to change careers to become elementary school teachers after studying in the PGSD study program at the Indonesian University of Education in Serang. This study used a survey research method in the form of a Cross Sectional Survey. Data collection techniques used in this study are using questionnaires and interviews. The data analysis technique used in this study is in the form of descriptive statistics which are described by the demographics of the respondents. The results of this study are that it is known that the motivation behind students choosing the PGSD study program is based on the student's personal desire to have a career as an elementary school teacher. Based on three measurement aspects, namely initial motivation to study, student personality, and the results obtained during lectures, it is known that there is a tendency for changes in the motivation of PGSD students at the Indonesian University of Education in Serang to have a career as elementary school teachers.

Keywords: PGSD students, student motivation, career path as elementary school teachers.

A. INTRODUCTION

Teachers and lecturers are professional educators whose main task is to educate, teach, guide, direct, train, assess and evaluate students in early childhood education through formal basic education and secondary education (UU No. 14 of 2005). In carrying out the main task, a teacher must have a variety of knowledge that is determined for the implementation task properly. This knowledge includes pedagogical, personality, professional and social competence. This knowledge can be relieved and developed through the Education Personnel Education Institute (LPTK). In order to create high-quality teaching staff, the Teaching and Education Faculty (FKIP) was formed which is expected to produce good quality teachers in accordance with Law No. 14 of 2005. The Indonesian University of Education (UPI) is one of the best tertiary institutions in Indonesia. Indonesia which is a special school for those who want a career as a teacher.

In determining majors in tertiary institutions, the average student is influenced by different motivations. Motivation acts as a driving force for someone to carry out an activity in order to achieve the goals to be achieved. Student motivation in determining the

educational program to be pursued can be influenced by intrinsic motivation and extrinsic motivation. To become a teacher, this motivation must come from within oneself, not from coercion from others. Because motivation that comes from within prospective educators, especially PGSD study program students, will motivate these students to act or behave in order to achieve their goal, namely to become a competent teacher.

Based on the research results of Achieving ideal career: improving student's career self-efficacy through career counseling sessions based on HB Gelatt's decision theory, Fatihaturusyidah (2020) reveals that student self-efficacy related to achieving an ideal career is generally in the moderate category with a percentage of 50.72%. However, the percentage of students who show low self-efficacy related to achieving an ideal career is also quite a lot, which is equal to 24.64%. Thus it was revealed that students have not shown confidence in their success in achieving the desired career and in accordance with the scientific field.

Based on a phenomenological study of Bachelor of Non-Teacher Education, Satya (2018). Researchers found that more than half of students who graduated in 2016 and 2017 were unable to find jobs that matched the field of study they had taken at university. Based on this research, around 41% of undergraduates have jobs that are not in accordance with their study program, around 11% of other graduates do not have jobs. Seven percent of the 11% unemployed undergraduates stated that they did not have a job after graduating from college. And one of the majors whose graduates do not work according to competence in their scientific field is the teacher training department, including elementary school teacher education (PGSD).

Meanwhile, based on the results of interviews with 15 alumni of the UPI Campus PGSD study program in Serang 2016-2018 class who decided not to have a career as an educator among them stated that the reason was because they had expertise in other fields, wanted to do business, were not interested in becoming an educator, get job offers in other fields, and consider salary and work benefits.

From these data it is known that there are still many graduates of LPTK (Educational Personnel Education Institute) who have educational background but do not work as educators or have a career as a teacher. On the other hand, there are also many students from graduates who do not have an educational background who actually work or have a career as a teacher or educator. This is strengthened by the issuance of the Decree of the Minister of Education and Culture (Permendikbud) No. states that graduates of non-educational degrees can become educators. This opens up opportunities for many non-educational graduates to take over the duties of teachers to teach in schools. Meanwhile, the need for qualified educators is indispensable for education in Indonesia. Because for a career to become a teacher in a school it is not only about having general knowledge but also skills and skills in teaching that need to be mastered, one of which is in the lectures of the elementary school teacher education study program (PGSD). In this case the university has an important role to provide reinforcement to its students so that later they can be motivated to have a career in accordance with the chosen study program.

This research aims to be able to reveal the motivation behind students choosing the PGSD Study Program at the UPI Campus in Serang, and to find trends in changes in student career motivation after serving a lecture period at the PGSD Study Program at the UPI Campus in Serang.

B. METHODS

This research uses sequential mixed methods with a sequential exploratory strategy, which is a strategy for researchers to combine the data found from one method with another. This method is used because the researcher wants to produce more facts in researching the research problem, with the aim of completing the picture of the results of the study regarding the phenomenon under study and to strengthen the research analysis.

The subjects in this study were PGSD Study Program students class of 2019 at the UPI Campus in Serang. In this study, the authors applied the non-probability sampling data collection technique with the purposive sampling method, where the researcher will determine the assessment of anyone who can participate in the study. Researchers can implicitly choose subjects that are considered representative.

The research was conducted at the Indonesian University of Education Campus in Serang which is located at Jalan Ciracas No.38, Serang Kec. Serang, Serang Banten City. The time for this research to be carried out is during the odd semester of the 2021-2022 school year.

The data collection technique in this study used surveys with questionnaires and interviews where the questionnaire was used by the researcher as a data collection technique when the researcher wanted to know the results of the respondents' responses. Aimed at finding out the factors that influence the motivation of students of the UPI Campus Elementary School Teacher Education study program in Serang class of 2019 to continue their careers as teachers or to have careers in other fields. The questionnaire used in this study is a closed model because the answers have been provided and the measurement uses the Guttman Scale. While interviews are needed as a data collection technique to find out the problems that will be examined in more depth as well as to validate the survey results using a questionnaire. The interviews will be conducted with 25 PGSD students from the UPI Campus in Serang class of 2019. The researchers used unstructured interviews where the interview guidelines used were only an outline of the problems to be asked.

Data processing techniques from research results are carried out in several stages, namely: Edit, used to examine and review the results of data that have been collected from the results of questionnaire surveys and interviews, to determine whether the existing data is sufficient and complete or needs to be corrected. Coding, used to classify data information from respondents' answers by giving a code or symbol according to the criteria with a score using a guttman scale. Tabulation (Table), is used to manage the results of the data into data tables by calculating the frequency of each category.

The data analysis used is descriptive statistics. Where the descriptive test in this study is needed to provide information about the characteristics or characteristics of the main research. Descriptive statistics are statistics that are used to analyze data by describing or describing the collected data as it is without intending to make general conclusions or generalizations. The descriptive statistics in this study are described by the demographics of the respondents.

C. RESULT AND DISCUSSION

From the results of this research survey, researchers obtained finding data based on the results of a survey of PGSD study program students at the UPI Campus in Serang, data obtained from PDDikti and the results of the questionnaire survey obtained as many as 92 respondents or around 60% of the total 153 students class of 2019 who participated in this research. This study refers to Donald E Super's theory, which is divided into three

aspects, namely aspects of student motivation to study in college, aspects of student personality, aspects of student lecture results, the following results are obtained:

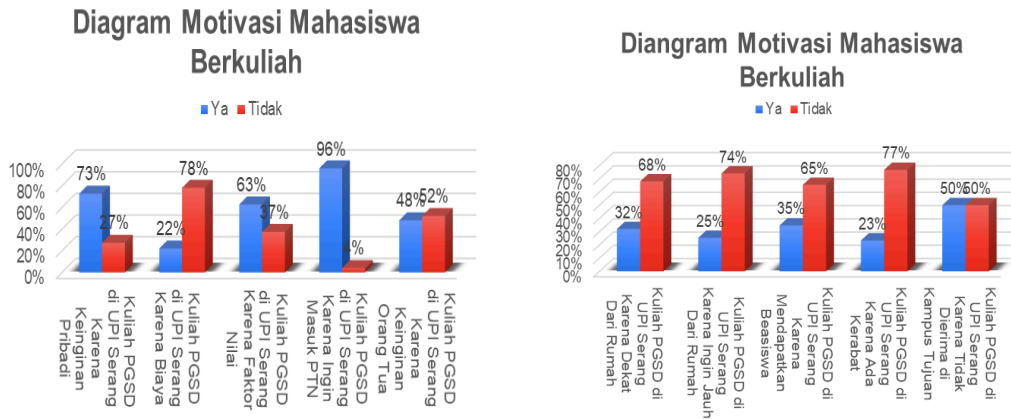


Figure 1. Aspects of Student Motivation to Study in College In terms of the motivational aspect that motivates students to study in the UPI Campus PGSD study program in Serang. From the data table it is known that students' initial motivation to study has a low tendency, namely at 46%. It is known from the results of the research survey that the initial motivation of students to study in the PGSD Study Program at the UPI Campus in Serang was based on the highest survey results, namely due to a personal desire from within the students themselves, because students wanted to study at state universities (PTN), and because score factor at the college entrance test.

This was reinforced by the results of interviews with 25 PGSD UPI Campus students in Serang class of 2019 who stated that their initial motivation for studying at the UPI Campus PGSD study program in Serang, as many as 18 students said they wanted to register to become PGSD study program students due to their personal aspirations -Inspiring to be a teacher, inspired by relatives, teachers at school, parents, and others. And a number of 22 students stated that their initial motivation was because they wanted to study at a state campus. On average, students were advised by teachers at schools, tutoring places, and their parents to register for the UPI Campus PGSD study program in Serang because the capacity of new students was relatively sufficient. the number and competitiveness of prospective new students is relatively low compared to other well-known campuses, which is around 1:6 for the SBMPTN route. So that the desire of students to study at state campuses can be achieved. And as many as 14 students said that the reason for enrolling in the UPI Campus PGSD study program in Serang was influenced by the value factor from the results of the entrance test or selection to enter college. Some students also stated that enrolling in the UPI Campus PGSD study program in Serang was their second choice after failing in their first choice.

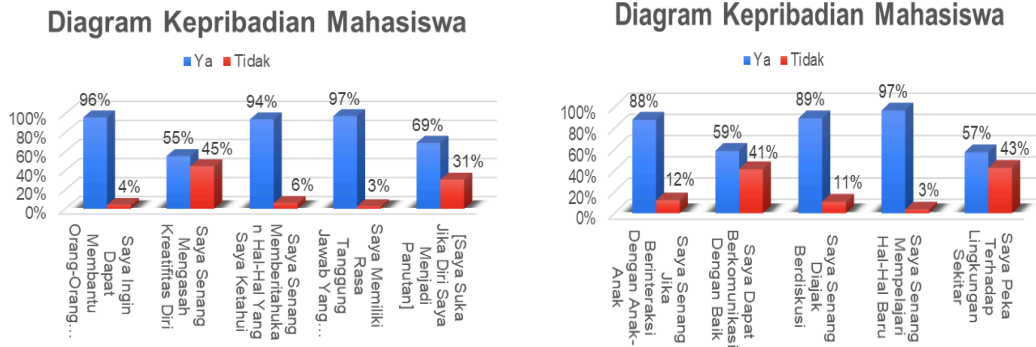


Figure 2. Aspects of Student Personality

When viewed in terms of the personality aspects of the PGSD study program students for a career as a teacher in elementary schools. From the data table above it can be concluded that the personality of the UPI Campus PGSD study program students in Serang has a high tendency, namely at 80% that the personality of the UPI Campus PGSD study program students in Serang tends to match the personality competencies of a teacher.

It is known from the results of the research survey that the personality of the UPI Campus PGSD study program students in Serang based on the survey results is dominated by students who say that they enjoy learning and telling new things, are happy when they can help people around them, and are happy when invited to discuss. The results of the student personality survey are in line with the career competencies that must be possessed by a teacher or educator. These competencies are related to personal competence, which relates to maturity, maturity, stability, where students state that they like to learn new things, tell new things, and the wisdom of a teacher or educator where students also state that they are happy to help the people around them.

In addition to personal competence, the personality of the UPI Campus PGSD study program students in Serang is also related to social competence regarding the ability to communicate effectively with students, fellow educators, educational staff where students express pleasure when interacting with children, and are happy when invited to discuss. Social competence also includes the authority of teachers or educators where students state that they are happy if they become role models.

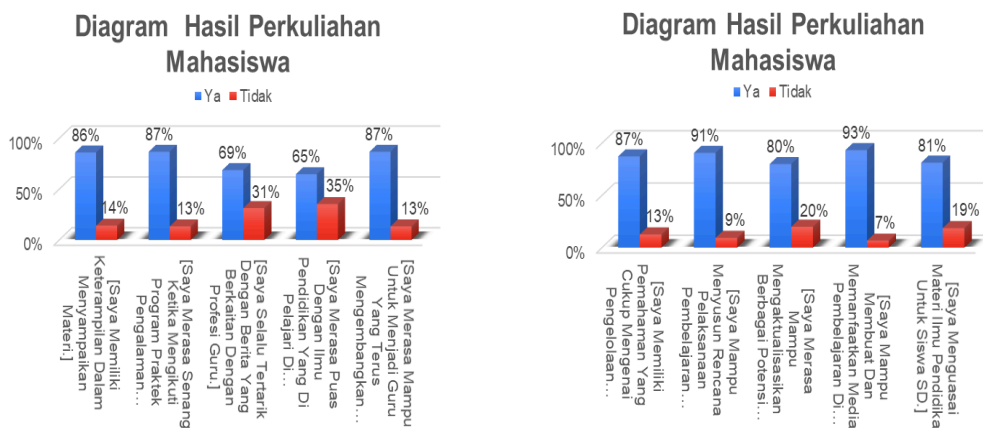


Figure 3. Aspects of Student Result in College

From the survey results, when viewed in terms of aspects of the results of PGSD student lectures for a career as a teacher in elementary schools. Based on the data table above, it can be concluded that the results of lectures by students of the UPI Campus

PGSD study program in Serang have a high tendency, namely at 82%, that the results of lectures by students of the UPI Campus PGSD study program in Serang tend to be in accordance with the skills that must be possessed by a teacher.

It is known from the results of the research survey that the results of the lectures of PGSD UPI Campus study program students in Serang were based on the highest survey results, namely dominated by students who stated that they were able to make and use learning media in class, were able to make and compile learning implementation plans (RPP), had an understanding enough to manage students, and feel capable of being a teacher by continuing to develop their potential.

The results of these student lectures are in line with the career competencies that must be possessed by a teacher or educator. These competencies are related to pedagogic competencies, which include planning and implementing learning, understanding students, and developing the potential of students, based on these pedagogic competencies the results of student lectures at the UPI Campus PGSD study program in Serang have met the competency criteria for a career as a teacher or educator. Furthermore, based on professional competence regarding the ability to master learning material to guide students to achieve competence, students of the PGSD Study Program at the UPI Campus in Serang stated that mastering educational material for elementary students. Thus it can be said that students have met competency standards.

Based on data from the findings of a student motivation survey in determining a career as a teacher in elementary schools that has been carried out by researchers consisting of three aspects, namely: aspects of student motivation to study, aspects of the personality of PGSD students to have a career as teachers in elementary schools, aspects of PGSD student learning outcomes for a career as a teacher. Based on the analysis of this study, it was found from the results of these three aspects that students had a high tendency.

Even though the initial motivational aspect that motivated students to study at the Indonesian University of Education was based on the desire of students to study at state campuses and was influenced by value factors during the selection of college entrance examinations, when choosing the PGSD study program, students of the study program The UPI Campus PGSD in Serang is based on intrinsic motivation or motivation that comes from within themselves without coercion from outside.

This is reinforced by survey data that the student's statement has fulfilled the four competency standards that must be possessed by a teacher or educator, which consists of personal competence, social competence, pedagogical competence, and professional competence. By mastering these four competencies, of course, it will help students to have a career to become an elementary school teacher later.

Thus it is known that the tendency of changes in student career motivation from the start of registering to study at the PGSD study program until after undergoing a lecture period at the UPI Campus in Serang has not changed because since the beginning of entering lectures students have been motivated by the student's personal desire to have a career as a teacher and during lectures students have fulfilled the competencies that must be possessed by a teacher, the results of the study also stated that students have a high tendency so that it can be used as predictive data that students have a tendency to choose a career to become teachers in elementary schools later. This assumption is based on an analysis of the measurement of motivation behind students and changes in career motivation after undergoing the learning process at the UPI Campus PGSD study program in Serang.

D. CONCLUSION

From the survey results, it was concluded from this research that the initial motivation behind students choosing the PGSD study program at the UPI Campus in Serang was due to the student's desire to study at a state campus which was influenced by value factors, and the student's personal desire to study in the PGSD study program.

And from the results of this research survey it is also known about the trend of changing career motivation of PGSD students at the UPI Campus in Serang for a career as a teacher in elementary schools, there is no tendency to change motivation from the start of entering college to finishing the lecture period, students are already motivated by a personal desire to have a career as a Teacher. so that this research can be used as predictive data that students of the UPI Campus PGSD study program in Serang have a high tendency to choose a career to become an elementary school teacher after graduating from college.

ACKNOWLEDGMENTS

Thank God for the presence of Allah SWT who has given His Grace and Gift, so that the writer can complete this research article with the title "Student Motivation in Making Career Choices as a Teacher in Elementary Schools (Descriptive Analysis Study of PGSD Students at the UPI Campus in Serang)" right in time. The author realizes that during the preparation of this article, he received help, guidance and support from various parties so that this article could be completed. For that the author would like to thank the colleagues who have helped a lot.

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