



## The Effect of Teacher Professional Competence on Education Quality: A Literature Review

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### Abstrak

Banyak aspek yang mempengaruhi mutu dari pendidikan, salah satunya yaitu kompetensi profesional guru. Kompetensi guru menarik untuk dipelajari. Artikel ini bertujuan untuk mengkaji pengaruh kompetensi profesional guru terhadap mutu pendidikan. Artikel yang digunakan dalam tinjauan pustaka ini adalah artikel yang diperoleh melalui Google Scholar dengan memasukkan kata kunci kompetensi profesional guru dan mutu pendidikan. Berdasarkan hasil kajian pustaka, penulis menemukan bahwa kompetensi profesional guru berpengaruh positif dan signifikan terhadap mutu pendidikan.

**Kata Kunci:** *kompetensi profesional guru, mutu pendidikan, kajian pustaka.*

### Abstract

*Many aspects affect the quality education, one of which is the professional competence of teachers. Teacher competence is interesting topic to learn. This article aims to examine the effect of teacher professional competence on quality education. The articles used in this literature review were those obtained through Google Scholar by using the keywords teacher professional competence and quality education. Based on the results of the literature review, the authors found that the professional competence of teachers has a positive and significant effect on the education quality.*

**Keywords:** *teacher professional competence, quality education, literature review.*

### Introduction

Education is an important aspect in organizing life whether at school, family, community or nation so that the prosperity of the people in a particular country is largely determined by the quality of a country's education [1].

Education is one of the efforts designed by the government to educate and advance the nation. Education is a conscious effort to prepare students through guidance, teaching, or training activities for their future roles [2].

One of the factors affecting a nation to be a developed country is by its education. If

the nation prioritizes its education, it is undeniable that the country will be able to grow into a developed country. The way to create quality education is clearly required a well-organized from variety of aspects, one of which is teacher competence [3].

In addition to the code of ethics, competence is the main foundation of professional standards set out in certain supervisory procedures and systems. Teacher competence is a qualitative description of the meaningful nature of teacher behavior. Competence itself is a set of knowledge, skills and task behavior that must be owned, certainly internalized, mastered, and realized by the teacher in carrying out professional assignments in the classroom which is referred to teaching [4].

According to government regulation (PP) RI Number 19 Year 2005 concerning the National Education Standards Agency (BSNP) emphasized that teachers must have competence as learning agents at the primary and secondary education levels as well as early childhood education [5]. The normative instruction states that the teachers as a learning agent shows the hope since they act as the first most responsible party to transfer knowledge to students.

Competence is more than just knowledge and skills [6]. It involves the ability to meet complex demands, utilize and mobilize psychosocial resources (including skills and attitudes) in a given context. Teacher's qualifications in improving the quality education are important so that teacher competency becomes a crucial aspect in learning process [7]. Moreover, along with the development of science and technology in the field of education/learning must be continually developed. Hence, educators/teachers are needed who can improve the quality of students [8].

Teachers must meet the whole four basic teacher competencies in order to achieve it, including pedagogical competence, personal competence, social competence, and professional competence.

To support the position of a teacher as a professional actor must have and master

the teacher's professional competency standards. Teacher professional competence is the ability, skill, and behavior that must be owned, internalized and mastered by a teacher in accordance with his teaching implementation as a teacher who requires expertise and skills that meet certain quality standards [9].

In addition, teacher professional competence is the ability of personal, scientific, technological, social, and spiritual skills which strictly form the standard competence of the teaching profession to carry out its functions and duties optimally because it has rich experience in terms of the competency requirements. As professional educators, they must have competence [10].

## Method

The method used in this research was literature reviews. The data source used in this research was articles. The data were obtained from both national and international articles. They were searched through Google Scholar. The process of analyzing the articles started with the use of the keywords: “teacher professional competence” and “quality education”. There were 19,400 articles related to this theme after reviewing the articles and then they were sorted based on the criteria generating 17 articles for further analysis.

Furthermore, the articles were analyzed and compiled as a whole in the written form such this article. The criteria for articles in this study are as follows:

1. Research related to situational leadership and teacher performance
2. Research conducted at schools
3. Quantitative and qualitative articles
4. Articles for the last 5 years, 2019–2023.
5. National and international articles
6. Research conducted in Asian countries

## Result and Discussion

This article discusses the role of teacher professional competence and its influence on the quality of education. Most

of the articles discuss how much influence the professional competence of teachers has on the quality of education, and some reviews about the competence of the teacher's professionalism itself. Based on the articles reviewed, there are various ways of collecting data related to the professional competence of teachers in schools; the most commonly used are questionnaires, interviews, observations, and documents. The chart below shows the results of the literature review articles that have been studied.

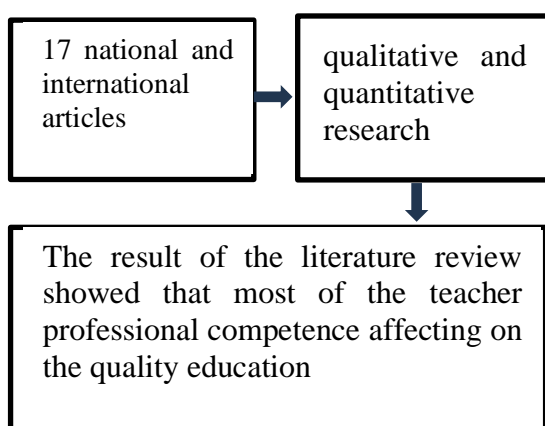


Chart 1. Literature review results

Professional teachers are needed in education because their high professionalism will support the teaching and learning process. Professional teachers must be able to carry out their duties properly [11]. It is in line with the statement of Syam and Santaria, that professional teachers are those who carry out their educational and teaching tasks and have competence in accordance with applicable requirements. Then, teachers must know and master professional competence in accordance with the Teacher and Lecturer Law [12].

In addition, a professional teacher must be able to make himself a role model for the community, especially the community around where he lives. Mundiri and Bariroh stated that a teacher in carrying out his profession is required to be able to understand himself, make himself part of a social community, have knowledge and

skills, and behave according to religious and moral norms [13].

The existence of a professional teacher, of course, will improve the quality of a school. The school will have good outcomes because during the teaching and learning process, students are guided by professional teachers from Kindergarten to High School. It has been confirmed by research conducted by Yuliasari and Ayuna [14], Dewi and Khotimah [15], Tsabitah and Fitria [16], Mujiatun et al., [17], Sulastri et al., [18]., that professional teachers have a positive and significant influence on the quality of an educational service.

Meanwhile, the research conducted by Bagou and Suling, concerning the analysis of teacher professional competence, includes mastery of material, concepts, scientific mindsets that support the subjects taught. Besides, teachers must master the competency standards and basic competencies in subjects as well as being able to develop creative learning materials [19]. Ali argued that a professional teacher must be able to manage students, carry out guidance and actions according to their profession [20].

According to Harimurti, to be a professional teacher must meet the following criteria; adequate professional education qualifications, appropriate scientific competence, excellent communication skills, creativity, productivity, and always undertake any efforts to continuously develop himself as well as have a work enthusiasm and high commitment to the profession [21]. In addition, professional teachers have distinctive characteristics, different from other teachers.

According to Irawati, the characteristics of a professional teacher, are the nature of pursuing the perfection of results, so it is demanded to improve quality, professionalism requires sincerity and thoroughness of work that can be obtained through habit and experience, professionalism requires perseverance, namely the nature of not being easily satisfied or despaired, professionalism

requires unwavering high integrity, professionalism requires unanimity of thoughts and actions, so that effectiveness in work is highly maintained [22]

There are many ways that can be implemented in order to maintain teacher professionalism and even efforts to improve must be made, both by schools and government itself. The results of research conducted by Huriaty et al., presented that schools could develop teacher professional competence by involving teachers in training, training, upgrading, workshops and teacher working groups [23]. However, there are obstacles encountered such as lack of mastery of technology, lack of teacher creativity and there are still many teachers who teach out of their expertise.

Similar to Huriaty et al., Solikulhadi asserted that the obstacles occur when schools intend to develop teacher professional competence are the low interest of teachers in self-development, limited teachers in ICT and inadequate facilities. However, effort that can be made to overcome these problems is in the form of service training [24].

Teacher professionalism has a very close relationship with the quality education. Usiono has strategies that can be applied by schools to improve the professional competence of their teachers, namely improving the quality and ability in implementing the learning process, discussing lesson plans, considering the substance of learning materials, discussing the implementation of teaching and learning process including evaluating teaching, observing the activities of colleagues including through professional organizations, developing competence and performance, reviewing educational journals and books, participating in further studies and development through scientific activities, conducting research related to education and teaching, and writing articles [25].

Apart from schools, the government's role is needed to improve the competence of teacher professionalism

itself. According to Suzanti et al., the role of government in education system must begin with the improvement of competence of educators so that they can make a real contribution to increase the quality education. The government's role must be maximized and sustainable through policies, educational assistance, providing opportunities and training [26]. In addition, according to Rafsanjani et al., what is important and needs to be done by the government is to build independence among teachers [27]. It will foster a professional and innovative attitude towards teachers in carrying out their roles and duties of educating the public towards a better life and quality.

The collaboration between schools and the government, competent teachers will be created so that the quality education in Indonesia will be better. According to Sopandi, competent teachers will complete their responsibilities by properly mobilizing all their heart and mind to generate accomplished, independent, and noble character students [28].

## Conclusions

The professional competence of teachers truly has a huge and significant influence on the quality education. The professional teachers will make the quality of an educational institution better. Many things can be done to improve teacher professionalism, one of which is by involving teachers in training. In addition, there are also many problems experienced to increase teacher professionalism. Therefore, it is required to build a strong cooperation between schools and the government to increase teacher professional competence, so that education in Indonesia can be better and more advanced.

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