



## Education Probelematiaka and Driving Lecturer

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<b>Receive: 11/08/2024</b>	<b>Accepted: 11/08/2024</b>	<b>Published: 01/10/2024</b>
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### Abstrak

Pelatihan sangat mungkin merupakan hal utama dalam keberadaan manusia. Setiap individu mempunyai pilihan untuk mendapatkan pelatihan yang cukup dan tidak memihak. Bagaimanapun, yang terjadi di Indonesia adalah kesenjangan pendidikan bagi setiap penduduk Indonesia. Selain itu, selama ini yang dicermati adalah sistem persekolahan yang berlaku di Indonesia dinilai tidak fleksibel dan tidak mampu. Hal ini dapat kita lihat dari tertinggalnya kualitas pendidikan di Indonesia dibandingkan dengan negara lain. Sistem pendidikan yang digunakan di Indonesia tidak jauh berbeda dengan sistem pendidikan di negara lain. Perbedaan utamanya adalah kesalahan pada saat latihan di lapangan. Banyak kesalahan mendasar yang membuat kesenjangan antara tujuan sistem persekolahan dan pelaksanaannya di lapangan. Yang pada akhirnya membuat sejumlah besar tujuan tersebut tidak mampu dicapai dan diselesaikan dengan baik. Ujian ini bertujuan untuk mengetahui permasalahan sistem persekolahan di Indonesia serta kesalahan mendasar dan jawaban dari setiap permasalahan terkini. masalah kerangka kerja.

Kata Kunci: Probelematiaka, Pendidikan, Dosen, Penggerak

### Abstract

Training is very likely the most important thing in human existence. Every individual has the choice to get sufficient and impartial training. However, what happens in Indonesia is an educational gap for every Indonesian citizen. In addition, so far what has been observed is that the school system in force in Indonesia is considered inflexible and incapable. We can see this from the lagging quality of education in Indonesia compared to other countries. The education system used in Indonesia is not much different from the education system in other countries. The main difference is the mistakes during field training. Many fundamental mistakes create a gap between the objectives of the school system and its implementation in the field. Which ultimately makes a large number of these goals unable to be achieved and completed properly. This test aims to find out the problems of the school system in Indonesia as well as the fundamental mistakes and answers to each current problem. framework problems.

Keywords: Problematics, Education, Lecturers, Motivators

## Introduction

Education is one of the main pillars in the development of competitive and competent human resources. (Syamsurrijal 2024) Through education, the young generation is prepared to face global challenges and the complexity of the ever-evolving world of work. (Rambe 2024) However, in Indonesia, the quality of education is still a crucial issue. Based on various indicators, such as low literacy and numeracy levels, high dropout rates, and inequality in access to education between urban and rural areas, it shows that education problems are still very relevant to be discussed.

One of the big challenges in Indonesia's education system is the quality of teaching staff, especially lecturers in universities. (Parwati and Pramarta 2021) Lecturers have a strategic role in creating a conducive academic atmosphere and shaping the character and competence of students. (Erni Irmayanti Hamzah 2023) However, not all lecturers are able to carry out this role optimally. Several factors, such as lack of professional development, low research quality, and limited access to educational technology, are obstacles for lecturers in improving the quality of teaching. In facing these problems, the concept of Driving Lecturers as agents of change in the world of higher education emerged.

Driving lecturers are those who not only carry out teaching and research tasks, but also have initiatives to encourage innovation in learning, increase collaboration between academics and industry, and play an active role in shaping education policies. (Hadi, Sholihah, and Warsiman 2022) With the existence of Driving Lecturers, it is hoped that the

higher education system can be more adaptive and responsive to the development of the times. In this context, it is important to examine more deeply the role of Driving Lecturers in solving educational problems in Indonesia. How their role can be a solution to various challenges faced by the education system, as well as how steps can be taken to support and empower lecturers in carrying out these roles.

## Research Methods

The research method is a scientific procedure that is carried out in a structured manner to obtain data and objectives (Sugiyono, 2010), in this study the researcher uses a qualitative research method that is descriptive. Furthermore, this study uses a research approach with the type of literature study (*Library Research*) which in the process of collecting data the researcher conducts a process through in-depth studies on relevant literacy sources related to this research and then draws a conclusion. (Sugiono 2017)

## Results and Discussion

### A. Educational Problems

Teaching is a method or scaffolding for people to have the option to develop their true capacity through the educational experience they obtain. To our knowledge, it is stated in the 1945 Constitution Article 31 Paragraph 1 which states that: "every resident has the privilege of attending school". (Ali 2021) In this way, of course training is the right of every individual to get it. With the existence of education, it is believed that it can give birth to a nation that is at the forefront with intelligent and quality human beings, and it contains the meaning of an era that is able to take advantage of existing progress. And furthermore, it

makes an era that has a high degree of patriotism.

Without training, progress is impossible. Therefore, education in schools is very important and must be given to every resident from the beginning.(Diamond 2022) Training is also important so that a country can develop quickly. Developed countries are usually countries that focus on teaching their population. With the hope that with the existence of schools, government assistance to its citizens will be guaranteed. However, education will not bring progress if the school system is not good. Exactly the same as in Indonesia. The nature of education in Indonesia has recently become very tense. This is due to several problems in the school system in Indonesia that cause poor training quality in Indonesia.

For example, shortcomings in the field of education of executives, holes in educational offices and foundations in metropolitan and provincial areas, weak assistance from public authorities, outdated design of ideas in the eyes of the public, poor quality of assets, and weak norms of learning assessment. Some of the above are factors in the poor quality of schools in Indonesia. In addition to the above, there are also problems in learning. This is also one of the causes of the decline in the nature of education in Indonesia. As referred to in Regulation Number 20 of 2003 concerning SISDIKNAS, article 1 which means that training is a conscious effort to create a learning climate so that students can effectively develop their capacity through increasing experiences. Through learning, it is hoped that students can have intelligent ethics, have a respectable personality, and also have abilities for

themselves and the surrounding environment.

According to Shah in Chandra (2009: 33), it is said that going to school means supporting and providing preparation. From these two words, it tends to be interpreted that school is a process of changing one's perspective and behavior and is a process of self-development through education and training preparation. As stated by Wahab (2010), Indonesia uses the Public School System which has been implemented since the issuance of Regulation Number 20 of 2003. This Public School system applies half-heartedly or completely fixated on public authority. Starting from learning objectives, learning materials, to learning strategies, everything is controlled by public authorities (Munirah, 2015).\

In accordance with P.H. Brushes (1968), there are several major problems in schools today. What is really a problem that can be fixed before it has a wider impact. In addition, it is also important to strive for the nature of the school system in Indonesia which is indirectly related to the maintenance of character training (Daga, 2018)). As per P.H. Brushes (1968), there are several major problems in training today. The models are:

1. The increasing number of students is not proportional to the availability of valuable educational facilities. In Indonesia, it is regulated that there will be a flood of young people called the brilliant age in 2045. The year will be flooded with useful aged individuals. If the quality of education in Indonesia is not improved, then what is expected from the glorious era in 2045 is just a fantasy. Therefore, efforts to improve the nature of schools in Indonesia are

important. (Sinar Grafika Editorial 2014:3).

2. Lack of offices and assets to address instructive problems. The suitability of educational interaction is clearly supported by adequate offices and moreover adequate assets to meet all the supporting requirements of the educational experience such as books, structures, performance staff, and so on.
3. The large cost of training, we can feel that the more the times develop, the more expensive the costs incurred for various daily needs, including teaching fees. The dumping of education fees usually only occurs in public schools located in large urban areas. This also causes educational holes.
4. The results of instructive instructive, the educational results obtained by students today are still not able to answer the problems of the community. Many people can't make a difference over the information they get when searching after school in the public eye. It's very stressful.
5. The lack of a school system, an ongoing education system shows a delay in being aware of the undeniable demands of the times. So that there is no harmony between the school system that is running and the increasing demands of the times.

From some of the problems above, there must be variables that cause these problems. There are three factors that cause the poor quality of training in Indonesia, which are as follows:

#### 1. Elements of a Learning Approach

All educational problems that arise in Indonesia culture start from disappointment with the school system. Be it from instructive disappointment in the family climate, instructive disappointment

locally, to instructive disappointment at school. If all of the above viewpoints do not match the mindset of children, then the younger generation will be the target. There will be some things or mentalities that are not in accordance with the teaching objectives.

#### 2. Variables of Changes in Educational Plans

In Indonesia, every time there is a change of government bureaus, especially education pastors, the education plan also changes. This has led to poor quality of schools in Indonesia. Changing the educational program occasionally does not guarantee the nature of education. What happened was the absence of a positive setting in the school environment. The educational program, which is the foundation of educators in educating, will not be ideal if it is constantly shifted.

#### 3. Elements of Educator Ability

In a high-level training, expert educators are needed. This means that every teacher is expected to be able to understand the material widely and deeply. One of the obstacles is in remote areas where there is a shortage of staff who have the skills to solve problems. From the above elements, there are arrangements that can be applied to the nature of training in Indonesia. The first is to provide another direction for learning in Indonesia. This means that an educator must focus on the material introduced to students, but teachers must also focus on the development of their students. Educators must be able to adjust to the scientific and mental progress of their students. Then at the next stage is the arrangement of the nature of the current school personnel. Displaying staff should dominate several skills, such as instructive ability, character ability, social skills

and expert ability. Then the main thing is to determine a fixed and appropriate educational plan to be used as a reason for teaching material to students.

### **B. Driving lecturer**

The term driving teacher is actually similar to the term problem-solver. Of course, this term can have a significant impact on the mentality of teachers to have the option of planning for higher education to be more moderate and more flexible to the existing situation. (Abdul Rahmat 2021:198) Because this idea provides a wide openness to students to work and find their true capacity and develop it through exercises carried out in the field and outside the field to follow every movement, both learning and non-learning exercises, this is in accordance with the idea of actual learning. Making graduates into superior assets is the goal of many universities, therefore the educational interaction provided must be adjusted to the vision, mission and goals of the university. A driving speaker is an instructor who shifts his or her duties to an ally for students to investigate skills, science, and innovation. (Andan Tahir and Evi Rahayu Cahayanti 2023: 1)

Paolo Fraire (2011) stated that training is a way to be free from the shackles of learning exercises, when students concentrate on the unengaged position, students are in a shackled and unfree position. According to Fraire, the experience that develops acculturates humans as human beings by making humans objects. Educational experiences that include students who are deliberately associated with learning exercises are the essence of discovery that liberates students. Free schools have the following qualities:

1. Humane education, education that humanizes people well.
2. Awakening and making them aware of the actual liberating situation.
3. Your study is a thing that talks about real aspects that occur in accordance with life (investigation of circumstances), dialogical education that is not one-way but multi-directional.

In addition, the educational concept of KI Hajar Dewantara about the term teacher is a good example and model for students, providing inspiration and motivation for students so that children are expected to be more advanced in learning, teachers behind students are expected to give confidence in carrying out their duties well, from these three terms it can be formulated that KI Hajar Dewantara wants to develop moral education, developing the creativity of participants and giving students a whole to realize the work program. The Minister of National Education said that this policy should be applied to all universities in Indonesia. Nadiem Makariem said that the essence of the concept of driving lecturers has an orientation:

1. Conscious teaching of others, education that purifies human beings well.
2. Making them aware and aware of their true circumstances is liberating.
3. Your learning is something that talks about a real point of view that occurs in everyday life (condition checking), dialogical learning that is not one-way but multi-directional.

In addition, KI Hajar Dewantara's instructive thinking with the term educator is a true role model and example for students, providing

motivation and inspiration to students so that the younger generation is more developed in learning, educators behind students are expected to provide trust. In carrying out its obligations well, from these three things it can be planned that KI Hajar Dewantara needs to foster moral development, foster the imagination of members and provide comprehensive assistance to students to understand the work program.

Public School Imams support this strategy to be implemented in all universities in Indonesia. Nadiem Makariem said the essence of the idea of driving teachers has a direction (Abdul Rahmat 2021:199)

1. Involve students to always practice outside the field. This is done to fulfill the connectivity between industry and the environment.
2. Educators in conducting learning should reduce greetings with words that are disparagement. Instructors must educate. Speakers should support students by continuing to work on useful things, and offer students the opportunity to find answers to problems introduced in group conversations, as well as other contextual analysis-based conversation exercises related to the course.
3. Educators are not the only source of data, students are encouraged to use learning resources involving computer innovation to face this era of filth 5.0.

4. The speaker acts as a co-pilot for students in exploring their abilities and developing themselves so that students have superior pilot skills and are really ready to take advantage of them when the industry utilizes their abilities.

### C. Concept of Driving Lecturer

The idea of free land has a good direction, more specifically, turning ordinary speakers into teachers who play an extraordinary role, especially as a driver of progress (inspirational inspirator). Motivational teachers who can work with students are always involved and dynamic in several educational exercises both in the classroom and outside the classroom, so that they have a lot of information, abilities and get sincere and relevant involvement in the world of work later.

In learning practice, teachers should build inquiry sessions and practice meetings with students by utilizing various dynamic learning systems that expect students to discuss and work together. Address exercises are limited and only serve as presentations. Because the usual talk strategy is considered very excessive to the direction of the driving speaker who must give time to students to do the exercises straightforwardly, participate in the process of learning together, thinking critically so that students need to be present and work on it. making choices as leaders. Studies

and explorations show that displaying exercises by teachers who like to talk is considered tiring and outdated will not give good results. This is in accordance with Harsono's opinion which states that if ordinary techniques are not accompanied by other creative strategies or related media, then the use of inappropriate performance strategies will have a negative impact on learning outcomes. Furthermore, all that is of value is the exchange of information, or in Fraire's language, the model of performance is a bank or deposit, very similar to saving.

However, assuming that the speaker makes progress by implementing the learning framework into a cooperative classroom, students are coordinated to build their training together regarding the material taught so that there is harmony between ideas and implementation. The driving idea is to guide students to take part in training outside the field, especially in collaboration with the field where students will work. Teachers prepare task designs to gather student association in the eyes of the community with the aim that students are prepared to have abilities and experience. The instructor acts as a booster teacher who will filter the student's training outside the field as a field boss

#### **D. Lecturer Strategies for Driving Change**

The rules that are currently in force at the level of advanced education and generally embraced by developed countries are guidelines for scientific opportunities. The standard of autonomy in this environment is that students have the opportunity to decide and conclude everything related to their nearby scholastic activities. Meanwhile, with regard to opportunities in the speaker's view, teachers have the opportunity to teach subjects that they are proficient in and like as long as they have sufficient capacity and skills. Similar to the idea of opportunity, Fraire is an opportunity without pressure, the important thing is that there are no shackles that hinder human development. So it tends to be perceived that the teaching of freedom is a conscious effort made by the community to educate the community to become a society that knows the environmental factors.

This is in accordance with the initiative supported by taxpayers related to free land which is the most vital stage in organizing education that adheres to the standards of freedom in Indonesia so that this program is then considered to provide enormous benefits for students, starting from student trading activities. , a modern entry level position that is relevant to the world of work. until many new review programs are opened for a

reason. In its action, this study program will produce quality alumni who have the understanding, information and abilities needed by the industry. Because they have great skills needed in the world of work, they can escape from risk cases that often occur, one of which is the high unemployment rate among school graduates. Balance of the role of teachers and students' actions in

The implementation of autonomous institutions provides comfort for students. There are so many people who say that this free ground program is very beneficial for students to enter the world of work. Because students are generally not expected to fight on the field, but have a valuable opportunity to enjoy a variety of learning exercises in other fields that are of course very interesting, more beautiful, and a greatly enhancing experience. Here are some ways that speakers should do as a driver of progress: (Abdul Rahmat 2021:199)

#### 1. Encourage learning progress

The realization of a functioning student learning climate and climate, where learning exercises should be focused on students, and teachers are expected to have the option to form learning exercises that prioritize the advancement of abilities, perspectives and insights (information). The existing mentality, full of feelings and psychomotor is the result of

learning carried out by the speaker. The direction of learning in the 21st century is believed to emphasize the 4Cs that can be implemented well, because according to Arina, through learning exercises whose use is close/learning techniques that require more student actions to be directly involved, speakers only present credible issues to be handled simultaneously. joint efforts in correspondence.

In addition to the 4Cs, there are HOT instructions aimed at completing in learning. Students are positioned at a higher level of reasoning because a higher level of reasoning can encourage students to think long and deep about the material being studied, so that they can take meaningful experience from the basic material being studied. This was also conveyed in several reviews about the advantages of using HOTs that are able to record data obtained over a long period of time. The determination of functional action words for markers of significant level achievement should be adjusted to the material being taught because sometimes many words are irrelevant in content, for that reason the revised illustration plan should be prepared in advance. (Aryana, I.B. P 2019)

#### 2. Moving the obe education plan

Result Based Schooling (OBE) is the development of an educational program that has a balance of components of



acceleration ability, subtle ability and grounding ability. In the learning exercises, students are coordinated to complete learning exercises that emphasize true exercises that require mental, emotional and psychomotor perspectives. The education program in the field is expected to run well with the world of work so that the skills needed by married couples are relevant to the world of work and in accordance with the times. Students or graduates will acquire full abilities and capacities through temporary positions, associations and other social exercises. This is in accordance with Davis' explanation that basically all students will progress if their educational experience is completed because of involvement.

### 3. Moving learning and training outside the field

The administrative strategy in this off-field exercise is an indispensable refreshment for students to learn and gain insights outside the field themselves. By concentrating on various fields and having experience in various fields, students will gain various learning styles. This movement emerged as a conversation with a specific subject, the local government who realized the city development plan in a joint effort with BUMDES as a natural thing to make a sincere commitment to the world of work (schools) and the wider local area. The intention is to provide results and graduates who have a large capacity so that they are serious and can be used as

cash flow to compete in the world of work.

Speakers as drivers of progress must be involved in this exercise. The presence of these teachers is in principle a group that generally screens the suitability of these exercises according to the plan made. This is in accordance with Tohir who stated that students are given the option to complete lecture exercises unconditionally outside the review program, even outside the university. Furthermore, universities are obliged to give their students the option to deliberately take courses above semester 5 outside the review program and on similar grounds. The instructor's job must be to constantly organize intelligent communication with students as coaches and supervisors.

### 4. Persuade students to explore

In carrying out this autonomy, the speaker's duties actually refer to the Tri Dharma of Advanced Education which has obligations in the coaching and education, examinations and administration. For school and performance exercises, it is stated in the arrangement that you must take recognition courses outside of the review program and outside the field, however for exam and administration exercises, students must remain cooperative and engaged so that students have real experience of these exercises. Because their association is important for the development of a developed experience in the

classroom in accordance with the OBE (results-based training) educational program. This is in accordance with Widiyanto's explanation which revealed that the direct contribution of students in the field of practice performance is very preferred by students because this program moves them to have the option to show students well. This affects the students featured who experience a huge increase in interest in learning.

This exploratory action can be carried out in conjunction with exercises carried out in an external field. The speaker should encourage students to complete the exploration by having them research people who made mistakes in gathering information, directing reviews, mentioning objective facts, etc. To simply help students get direct and sincere experience in directing exams. This association certainly remains in the direction cycle so that students get different information and sources because so far they have only focused on ideas in class. This joint exploration can add experience and grow information for both teachers and students. This activity can provide an overview of what the needs of students in the free field are, this is in accordance with Fitriani who stated that the program offered is a form of activity aimed at outside the concentration on projects and universities as well as exam and administrative exercises carried out in urban areas, by showing places,

trades. students, innovative exercises.

### **Conclusion**

The poor quality of the school system in Indonesia makes Indonesia lag behind other countries. Not only is the problem of the education system inadequate, but there are other fundamental problems. Actually, this problem can be solved well. All that is needed is cooperation between parties, including the government, employees, students, guardians, and even more so the local area. If any of these parts cannot work well together, then the goal of the grade school will not give a good result. The nature of education in Indonesia will continue to decline. Speakers who drive change should be able to work with students in order to be effectively involved in some local administration learning and exercises so that they have a wealth of information, skills, and gain genuine and relevant engagement in the world of work. There are several teacher jobs related to their obligations as speaker drivers, including: learning development drivers, OBE education program drivers, moving exercises outside the field and mobilizing students to conduct research.

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