

CHAPTER I

INTRODUCTION

A. Background of the Research

The quality of human resource is an important factor in achieving successful development. The Efforts to develop the quality of human resources are continuously developed and accompanied by increasing the understanding of work. Without an understanding of work, then any work performed may be has narrow impact namely just for ourselves and does not lead to corporate interest or institution. This means that someone who works only is limited by his need. By understanding the low quality of work, it will have an impact on the low contribution of human resources. On the contrary, if the understanding of work is high, it will affect on the contribution of high human resources.

In the context of the teachers as a member of the school, they will be easier to achieve high effectiveness if they have the attitude and commitment. Realizing that teachers are not only as member of the school organization but also understand the purpose of school organization. Thus a teacher will be able to understand the goals and policies of the organization, which in turn can do and work entirely to the success of school organization. If an individual can understand the goals and policies of the organization, the development of organizational culture is expected to lead to the commitment of teachers for the purpose intended.

Teachers have an important role in determining the quantity and quality of teaching. Therefore, teachers must think and plan carefully in improving learning opportunities for their students and improve teaching quality. This requires change in organizing classes, using learning methods, teaching and learning strategies, and attitudes and characteristics of teachers in managing the learning process. Teachers act as the manager of teaching and learning process, as a facilitator who tries to create the effective teaching and learning condition so possible to do learning process, develop good teaching materials, and improve students' ability to listen to lessons and master the educational goals which they must accomplish.

A profession is closely related to a specific position or job which requires skill, knowledge, and certain skills. The definition of the profession has implied the existence of a mandatory competency in order to make the profession functions well. In this case, teacher's work is different with other jobs therefore it has a social function to dedicate to the community. Competence is needed to implement functions of profession. In a complex society like the modern society, the profession requires the abilities to make the right decisions and the ability to make the right policy. For that, it is needed detail explanation to avoid errors that will cause harm for ourselves or society. Therefore, the wisdom of the decision-making, planning and handling is handled by the experts who have professional competence in the field.

According to Koentjaraningrat (in Guno and Supriyadi, 2006: 4), culture is the whole system of action ideas and human work in the framework of a society that made as the human beings by learning. Work culture is a philosophy constituted with philosophy of life as the values that becomes the nature, habits and also supporter cultivated in a group and reflected in the attitude to be behavior, ideals, opinions, views and actions manifested as work.

Work culture aims to change attitudes and behaviors of existing human resources in order to increase productivity of work to face various challenges in the future. The benefits of the application good working culture is to improve mutual assistance, enhance unity, open to each other, enhance family life, increase the sense of kinship, build better communication, increase productivity of work, responsiveness to the development of the outside world.

SD Kaligawe 01 Semarang is one of the primary school which has adequate learning infrastructure and supported with good quality human resources. From the Final Examination in 2009, 100% of students graduated with a score above the average 7.0. The result is certainly influenced by the students and keeping some factors in school, one of them is teachers' role in learning. In the normal development and cultivation of professionalism, teachers of SD Kaligawe 01 also play an active role. All facts above, interest the writer to do research about the work culture of teachers at SD Kaligawe 01 Gayamsari, Semarang.

B. Focus of Research

Based on the description above, this research has focus on “what are characteristics of teacher’s culture of work at SD Kaligawe 01 Gayamsari Semarang?” The focus is described into two sub focuses.

1. What are characteristics of teacher’s culture of work in teaching and learning process at SD Kaligawe 01, Semarang?
2. What are characteristics of teacher’s collaboration with school personnel at SD Kaligawe 01, Semarang?

C. Objective of Research

1. General Objectives

This research aims to describe about characteristics of teachers’ culture of work at SD Kaligawe 01 Gayamsari Semarang.

2. Specific Objectives

There are two objectives to be achieved in this research.

- a. Describing characteristics of teacher’s culture of work in teaching and learning process at SD Kaligawe 01, Semarang.
- b. Describing characteristics of teacher’s collaboration with school personnel at SD Kaligawe 01, Semarang.

D. Benefit of Research

1. Theoretical Benefit

The study can develop the knowledge of the teacher's culture of work implementation.

2. Practical Benefit

- a. For Teachers, as an input to improve the performance and teachers' professionalism in performing their duties.
- b. For Principal: as guidance and feedback in the implementation of school management.
- c. For the Department of Education: as contributions to develop new education policy or new models in improving the professionalism of teachers.

E. Glossary

1. Cooperation of teachers is self-actualization which is realized by the communication, networking, and good coordination between teachers and teachers and between teachers and other school personnel.
2. Culture of work is a philosophy based on view of life as the values that become nature, habits, and driving force, entrenched in the life of a community group or organization.
3. Teacher is a profession that means a position requires special expertise as a teacher and cannot be done by any person outside the field of education.

4. Teacher's work is self-actualization as indicated by the behavior of hard work, perseverance, discipline, productive, responsibility, motivation, benefits, creative done by teachers in an effort to carry out duties and functions as a teachers.