

***CONTRIBUTIONS OF THE CERTIFICATION ASPECTS TO THE
PERFORMANCES OF NATURAL SCIENCE TEACHERS IN JUNIOR HIGH
SCHOOLS IN THE REGENCY OF HULU SUNGAI SELATAN, THE PROVINCE
OF KALIMANTAN SELATAN***

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Introduction

The Education is a very important part in one's life, family and nation and state. The success of a nation is determined by the educational success of the nation itself. The Education is also an attempt to civilize human or to be more humane, which means that education is a process of meaning to human existence so that people can realize the true nature of life. In this case the teacher is the holder of an important role in educating the nation's children where qualified teachers will produce quality learners as well. The Professional teacher is a requirement that must be met for the presence of quality educational systems and practices. Any country in the world has always tried to develop policies that encourage teachers in creating a quality and professional. The Existing teachers must follow to obtain a certificate of competency test teaching profession. This is in accordance with Law No. 14 of 2005 Article 1, Section 11, which states that the certification is a certification process for teachers and lecturers. Teacher certification is the government's efforts in improving the quality of teacher resources and improve the welfare of teachers. A Teachers who have passed the certification test will be given allowance for one-time base salary; this as one of the government's efforts to improve the welfare of teachers in the field; in addition to increasing the motivation of teachers in a works. Teachers who follow or get a professional certificate from the department who deal in this regard in the national education department will add hours of instruction to 24 hours for 1 week. The problems posed is a teacher who has been certified in the school shall comply with this rule, but in this case it would interfere with his journey and alter the schedule have been made in the relevant part of the school curriculum. Teachers who are certified must add a schedule less than 24 hours to find another school as teacher salaries. In this case a science teacher / science in middle school sometimes have to looked for private schools do not even get paid once to be able to meet 24 hours / week. The Teacher certification is the government's efforts in improving the quality of teacher resources and improve the welfare of teachers. Teachers who have passed the certification test will be given allowance for one-time basic salary

Methods

This study was a survey conducted in 17 public JHSs in the Regency of Hulu Sungai Selatan. The research population consisted of 23 teachers who passed the teacher certification in 2006 – 2010. The teacher performance data were collected through questionnaires, observations, and documents. The data from the questionnaires for the principals/supervisors, vice principals, and colleagues were analyzed using the multiple linear regression technique to find out the contributions of the certification aspects to the teacher performances, while the data from the observations were analyzed using the quantitative descriptive technique. To determine the relationship between the dependent and independent variables used multiple linear regression analysis.

Result and Discuss

1. Description of Lesson Plan based assessment a Head masters

Score Range	Category	Frequency	%
$X \geq 28$	Very good	13	46,4
$24 \leq X < 28$	Good	13	46,4
$20 \leq X < 24$	Enough	2	7,1
$X < 20$	Bad	0	0
	Total	28	100

Assessment results as in Table shows the excellent and good categories respectively were 13 teachers (46.4%), and pretty much two categories of teachers (7.1%). No teachers are not well categorized.

2. Description of Lesson Plan based assessment The Vice a Head masters

Score Range	Category	Frequency	%
$X \geq 28$	sangat baik	11	39,3
$24 \leq X < 28$	Baik	16	57,1
$20 \leq X < 24$	Cukup	1	3,6
$X < 20$	tidak baik	0	0
	Total	28	100

Descriptive analysis as presented in Table shows that the performance of junior high school science teacher who is certified profession has made a very good lesson plans with as many as 11 categories of teachers (39.3%), both categories as many as 16 teachers (57, 1%), pretty much as category 1 teachers (3.6%), and no teachers were making of his lesson plan is not well categorized.

3. Hypothesis Testing Multiple Linear Regression Analysis

Model		B	T	P value
1	(Konstanta)	15,321	8,156	0,000
	X_1	0,146	2,842	0,009
	X_2	0,053	2,606	0,016
	X_3	0,006	0,323	0,749

This Table it a Lesson plan a manufacture coefficient (X_1) is 0.146, the implementation of learning (X_2) is 0.053 and the social aspects of personality (X_3) with a constant value of 0.006 15.321, so the regression equation is as follows: $Y = 15.321 + 0.146 X_1 + 0.053 X_2 + 0.006 X_3$ Based on the above equation can be interpreted that the constant of 15.321 indicates a certified professional teacher performance score (X_2)

if the variable aspects of the manufacture of RPP (X1), the implementation of learning and social personality (X3) is zero.

The changes to an increase in teacher performance score (Y) always get a balanced contribution of 0,146 (14.6%) of the making of the Lesson Plan, a score of 0.53 (5.3%) of the implementation of learning, and a score of 0.006 (0.6%) of social personality .

Model		Sum of Squares	df	Mean Square	F	P value
1	Regression	4,041	3	1,347	4,965	0,008
	Residual	6,511	24	0,271		
	Total	10,552	27			

Based on Table obtained a value of F of 4.965 with a significant level (p value) of 0.008. Since the value of F is greater than the value of F table or ($4.965 > 4.24$), it can be concluded that there is a significant influence on the making of the lesson plan, the implementation of social learning and personality of teachers certified to performance outcomes. The third aspect of the competence of the junior high school science teacher certification is a quantitative calculation of the performance results for the Upper South River District area more on the aspects of the manufacturing competence a lesson plan (45.3%), followed by the implementation of learning (32.19%), competence personality and social (15%) of the teacher's performance (see correlations in Appendix). The better than are implementation of learning competence of teachers certified the results of the teacher's performance will increase. And the better the personality and social competence for teachers will further add to the motivation of its performance.

Conclusion

The results of the study show that the certification aspects consisting of the three competencies contribute to the performances of science teachers in public JHSs in the Regency of Hulu Sungai Selatan. The contributions of the preparation of lesson plans, learning implementation, and social personality to the certified teachers' performances are, respectively, 43.5%, 32.9%, and 15%. The three certification aspects give significant contributions to the science teachers' performances, indicated by a multiple determination coefficient (Adjusted R^2) of 0.306, showing that 30.6% of their performances are affected by three independent variables, i.e. the preparation of lesson plans, learning implementation, and social personality. The rest, which is 69.4%, is affected by other variables not included in the study.

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