



STRENGTHENING CHARACTER BUILDING TO INCREASE THE PERSONAL COMPETENCY OF TEACHERS AT SMK BUDI PERKASA

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Abstract

SDM is the most important asset for building a more advanced nation. However, to achieve that, human resources must have character. Teachers must be qualified and have strong character to have resources with character. A good teacher will always be a role model for his students. SMK Budi Perkasa is a vocational high school that faces the problem of weak personal competence possessed by teachers; we can see from the way teachers communicate with less professional students, lack of openness in thinking and acting, lack of teacher ability in developing positive character in behavior which can have a positive influence on student behavior and foster respected behavior, as well as a lack of maturity in relationships between fellow teachers at work. This Community Service Activity (PKM) is carried out to solve several problems partners face by providing character strengthening to teachers. It aims to foster better and more professional attitudes and behavior from teachers in carrying out their duties as educators and also to improve the personal competence of teachers. The forms of PKM implemented are Effective Communication Skills Training, Grooming, and Character Building strengthening training.

Keywords: Teachers, Character, personal competence, Community service

INTRODUCTION

Human Resources are the most critical asset in building a nation and state. Human resources are available in the country through the quality of education. Education is a strategic process that makes the nation's life more intelligent, so it should be professional. Therefore, educational actors, including teachers, must also be experienced (Veirissa, 2021).

Teachers are responsible for the success of the educational process in each school. A teacher is a person who meets students face to face and provides direction to them. No matter how well and modern a curriculum and educational strategic planning designs are, they will not produce optimal results. Apart from being required to be qualified, teachers are also needed to be able to create students with character (Saneba, 2021). According to Law No. 20 of 2003 concerning the National Education System in Article 3, national education develops abilities and shapes dignified national character and civilization to make the nation's life more intelligent. National education aims to develop the potential of students to become human beings who believe in and are devoted to God Almighty, have a noble character, are healthy, knowledgeable, capable, creative, independent, and become democratic and responsible citizens (Suwartini, 2017).

Teachers have a very vital role in forming the character of students. However, before providing character education to their students, teachers must have a complete understanding and good character within themselves (Saneba, 2021). Referring to Law No. 14 of 2005 concerning teachers and lecturers, teachers must have four competencies: professional competence, pedagogical competence, personal

competence, and social competence. Judging from these four competencies, the essential aspect of becoming a teacher with character and worth emulating is the aspect of personal competency (Masithah *et al.*, 2021). Personal competence consists of the ability to develop personality, the ability to interact and communicate, and the ability to carry out guidance and counseling. Personal competence is an individual ability that reflects a strong, stable, mature, wise, and authoritative personality that is a role model for students and has a noble character. It is also hoped that teachers will grow their independence in carrying out their duties and become accustomed to building a work ethic (Simbolon, 2010).

SMK Budi Perkasa is a vocational high school with five departments: Machining Engineering, Light Vehicle Engineering, Electrical Power Installation Engineering, Office Automation and Management, and Computer Network Engineering. Apart from that, SMK Budi Perkasa also has industrial class programs that collaborate with the school and the industrial world, including the Axio Class Program, Pintar Bersama Daihatsu, and BCA Cash Management Academy.

To produce graduates who can compete and have competence in entering the world of work/industry, teachers at SMK Budi Perkasa must be professional. Teachers are said to be professional if they meet several criteria or competency requirements, which include pedagogical, personal (personality), social, and professional competencies. Teacher competency must be continuously improved in a planned and sustainable manner to play a role in implementing learning to produce graduates capable of critical, systemic, lateral, high-level, and entrepreneurial thinking (Sihotang, 2020). However, if we look at the four competencies that a professional teacher must have, the teachers at SMK Budi Perkasa still need to improve in personal competence. It can be seen from how teachers interact and communicate with students, where some teachers forbid students from calling them Mr and Mrs because they feel they are still young. Apart from that, communication and interaction between teachers could be better, namely, there is still seniority in work. Senior teachers need help to accept input and suggestions from new teachers regarding learning methods, teaching materials, and the learning process. Apart from that, young teachers also need more manners when interacting with senior teachers.

See the problems at SMK Budi Perkasa and the character education needs of teachers. Character education can be provided through character building. Character building is developing, improving, and shaping the character, character, mental characteristics, morals, and manners of humans or society to show good temperament and behavior based on Pancasila values (Budiman, 2022). Therefore, this Community Service (PKM) activity aims to strengthen character through Character Building for SMK Budi Perkasa teachers from competent parties in their fields. Hopefully, this activity can foster better and more professional attitudes and behavior from teachers in their duties as educators. This PKM activity also aims to increase teachers' competencies. Because the personal aspect (personality) is the forerunner to the birth of self-commitment, dedication, care, and a strong will to continue to do the best in one's work in the world of education (Masithah *et al.*, 2021). An educator is effective in teaching and learning activities in the classroom and in his relationships and modeling to students and all members

of the school community (Saneba, 2021).

The final target of this proposal, apart from fulfilling one of the tri-dharma functions of higher education as an academic community, is for the proposal team to implement the skills and share the knowledge they have from academic and experiential pathways. The techniques, methods, and materials delivered to SMK Budi Perkasa teachers will involve lecturers with expertise in developing self-development. On this basis, the proposing team considers it necessary to participate and contribute to providing character-building training to SMK Budi Perkasa teachers.

METHODS AND PROCEDURES

Training activities were carried out 2 (two) times at SMK Budi Perkasa School, Jalan Sultan Hasanudin, Tambun-Bekasi. Training activities were carried out 2 (two) times, with training details as follows:

1. First Stage Training

The first stage of training is on October 7, 2023. Training activities started at 09.00 - 15.00 and were attended by 24 teachers. The first stage of training into three sessions with different materials; in the first session, participants were given material regarding "Effective Communication Skills"; in this training, the participants were given material about what communication is, verbal and non-verbal communication, essential aspects of communication, various obstacles in communication, and effective communication techniques. The material in the second session was about "Grooming," where the participants were explained how to look good, including tips for dressing well, tips for choosing colors and accessories that are suitable for work, what is the correct attitude/facial expression/body language when talking to students /wi, colleagues and leaders, as well as tips on body position when standing in front of the class and tips for sitting correctly for women and men.

The third session presented material regarding "Self Development." In this session, participants were given an initial self-development test to find out the potential of the teachers and to understand their character. Next, the participants were given material about how to build character, why character is essential, how to change old habits to form new character, and how to build trust and credibility with integrity; participants will learn how to treat other people, how to act politely/mannered/peacefully/ calm/patient/tolerant and accepting of differences, participants will learn how to maintain the credibility of colleagues/leaders/students sincerely and sincerely. Participants will learn how to optimize their potential. After providing training, the final stage of the third session is the evaluation of the training participants. Participants are asked to complete the self-development test again after providing the self-development material to see to what extent the effects of the training provided can influence the character of the teachers.

2. Second Stage Training

The second phase of training will be held on December 2, 2023. Training activities start at 09.00 - 12.00. The second training participants were 24 SMK Budi Perkasa School teachers. The material provided in the second stage of training is about character building. The participants explained character, the basic types of human character, factors that shape personal character, a healthy environment for character formation, and tips for teachers to have good character and be role models for students. In this training, the resource person also provided material regarding the true story of "The Power of Mental Attitude," which can motivate teachers to have an optimistic mindset.

RESULTS

In order to produce graduates who can compete and have competence in entering the world of work/industry, a professional teacher is needed. Professional teachers meet competency criteria or requirements, including pedagogical, personal (personality), social, and professional competencies. SMK Budi Perkasa strives to improve its teachers' competence, one of which is personal competence. Personal competence is a personal ability that reflects a stable, stable, mature, wise, and authoritative personality that is a role model for students and has a noble character. There is a need to increase the personal competence of teachers at Budi Perkasa SMK. Budi Perkasa is motivated by conditions where there is poor communication between teachers and students and teachers and colleagues. Apart from that, teachers find it difficult to accept changes and do not want to accept input and suggestions from new teachers.



Figure 1. Opening by the SMK Budi Perkasa Foundation

Based on discussions with the SMK Budi Perkasa Foundation, the Principal, and the HR department at SMK Budi Perkasa regarding the above conditions, it was decided to carry out personal competency development, starting with providing training to the teachers. The activities that have been carried out are as follows:

1. *Self Development* Training

This training was held on Saturday, October 7, 2023, in the Daihatsu Room at SMK Budi Perkasa Jl. Sultan Hasanudin, RT.07/RW.02, Mekarsari, Kec. Tambun Sel., Bekasi Regency, West Java 17510. The training was attended by 24 participants who were teachers at SMK Budi Perkasa. A FEB Unpak lecturer, a soft skills training and coaching practitioner *delivered the self-development training*.



Figure 2. *Self Development Training*

2. *Practical Communication Skills and Grooming Training*

The training was held on Saturday, October 7, 2023, at the Daihatsu Room at SMK Budi Perkasa 1 Jl. Sultan Hasanudin, RT.07/RW.02, Mekarsari, Kec.Tambun Sel., Bekasi Regency, West Java 17510. The training was attended by 24 participants who were teachers at SMK Budi Perkasa. *The FEB Unpak Lecturer, the PKM Team Leader, delivered Practical Communication Skills and Grooming training.*



Figure 3. *Practical Communication Skills and Grooming Training*

3. *Character Building Training*


This training was held on Saturday, December 2, 2023, in the Daihatsu Room at SMK Budi Perkasa Jl. Sultan Hasanudin, RT.07/RW.02, Mekarsari, Kec. Tambun Sel., Bekasi Regency, West Java 17510. The training was attended by 24 participants who were teachers at SMK Budi Perkasa. *Character Building Training delivered by an FEB Unpak Lecturer who is a member of the PKM Team.*






Figure 4. *Character Building Training*

The results of the service activities for Strengthening *Character Building* to Improve the Personal Competence of Teachers at SMK Budi Perkasa can be seen in Table 1 below:

Table 1. Results of Implementation of Community Service Activities Strengthening *Character Building* in Efforts to Improve Teachers' Competence at SMK Budi Perkasa

No	Activity	Outcome Target	Indicator
1	Training _ <i>Effective Communication Skills</i> .	Teachers can communicate more professionally and have good communication with students and colleagues.	Participants discussed a lot by conveying problems found in the field when communicating with students 
2	<i>Grooming</i> training starts with how to dress, how to put on make-up, facial expressions and body language, and how to speak.	a. The teachers look more professional. b. The attitude and way of speaking of teachers show the authority of an educator.	Participants were enthusiastic about asking about conditions that occurred in the field, and participants were enthusiastic about practicing several guidelines in the material, such as facial expressions and how to speak.

			
3	Self Development Training and strengthening <i>Character Building</i> .	<p>a. Teachers can appreciate differences and increase personal responsibility to work and create within existing diversity and differences.</p> <p>b. Teachers can use positive character power to improve services to students.</p> <p>c. Teachers can assist and facilitate the needs of organizations, leaders, colleagues, and students in a professional manner</p>	<p>- Participants are enthusiastic in listening to self-development material.</p> <p>- There is awareness of one's character</p> <p>- There is a desire to make changes.</p>  

CONCLUSION

Community service activities regarding strengthening are aimed at providing character strengthening to teachers at SMK Budi Perkasa. This activity is also expected to foster better and more professional attitudes and behavior from teachers in carrying out their duties as educators, as well as to improve the personal competence of teachers. The teachers were very enthusiastic about the training provided; this can be seen from the questionnaire results, which showed an increase between before the presentation of the material and the results after the presentation of the material in the self-development training. This service activity benefits teachers by allowing them to carry out their duties of educating the nation's generation. Furthermore, this activity was also monitored and evaluated through creativity questionnaires given to the training participants, namely the SMK Budi Perkasa teachers. Through

this monitoring and evaluation, it is hoped to find out the extent of the benefits felt after implementing this training.

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