

Motivation to Educate Lecturers in the Islamic Religion Faculty of Muhammadiyah University of Sumatera Utara

Gunawan¹, Robie Fanreza²

Muhammadiyah University of North Sumatra

Jl. Muktar Basri No 3 Medan Indonesia

Sekretaris@umsu.ac.id, robiefanreza@umsu.ac.id

Abstract - This study aims to determine the work ethic that is owned by the teaching staff in the Faculty of Islamic Studies, Muhammadiyah University of North Sumatra, about granting certification. Therefore, the method used in this study is qualitative with descriptive analysis. So, researchers want to see whether there is an increase in the work or discipline of lecturers in educating students, towards the certification given. To get the file, the researcher distributed questionnaires to lecturers or teaching staff in the Islamic Faculty, Muhammadiyah University of North Sumatra. From the results of the questionnaires that have been distributed, it can be concluded that there is an influence of incentives on the performance of staff of lecturers in the Faculty of Islamic Studies, Muhammadiyah University of North Sumatra. There is an incentive given, increasing the work ethic of the teaching staff, and increasing the discipline that has. During the certification given, the teaching staff also continue to try to maximize the performance they have, so that the existing work will be completed in a timely manner.

Keywords: *Motivation, educating and certification*

1. Introduction

Since 2007 lecturers have been certified by the government, and the existence of these benefits has increased. Lecturer certification is one of the efforts to improve the quality and welfare of lecturers, as well as to improve the dignity and role of lecturers as learning agents. Because lecturers are professional staff, lecturers must be given benefits.

Law Number 14 of 2005 concerning Lecturers and Lecturers states that lecturers are professional educators with the main task of educating, teaching, guiding, directing, training, evaluating, and evaluating students in early childhood education through formal education, basic education and education medium. Lecturers are professional educators and scientists with the main task of transforming, developing, and disseminating science, technology, and art through education, research, and community service. Professional is a job or activity carried out by a person and becomes a source of life income that requires expertise, skills, or skills that meet certain quality standards or norms and require professional education.

The recognition of the position of Lecturer as a professional is proven by a certificate as an educator. Furthermore, Law Number 14 of 2005 defines that professionals are jobs or activities carried out by a person and become a source of life income that requires expertise, skills, or skills that meet certain quality

¹ First.Author@institution.org;

² Second.Author@institution.org;

standards or norms and professional education. It is expected that lecturers as professionals can function to enhance dignity, and the role of lecturers as agents of education and teaching and to improve the quality of national education. However, most lecturers who have obtained certification are not optimal to do their duties as educators. For that reason, here the researcher wants to see whether the lecturer who gets the certification allowance is getting more enthusiastic in educating his students. and whether the lecturer who has not received a certification allowance is also enthusiastic in educating. Or conversely those who get certification allowances do not improve the quality of education. So it is necessary to study or research in answering the above question.

2. Definition of Motivation, Educate and Lecturers, Certification Allowances

2.1. Motivation

According to Hamalik (1992: 173), Understanding Motivation is a change of energy in a person or a person that is characterized by the emergence of feelings and reactions to achieve goals. According to Sardiman (2006: 73), Understanding Motivation is a change in energy in a person that is marked by the appearance of feeling and is preceded by a response to the existence of a goal.

In the big dictionary of Indonesian language motivation is an impulse that arises in a person consciously or unconsciously to carry out an action with a specific purpose. From several experts and a large dictionary of Indonesian, it can be concluded, that motivation is one of the impulses that arise from outside or within oneself, to do something with a specific purpose. Therefore if there are goals that will be achieved or want to be achieved then it will make *bersamangat* in achieving it. Why do people compete in matches because of their motivation. Why do people work all day because of their motivation. Why do people learn from elementary school to high school because there is motivation. Why do people trade because there is a motivation. Why do people farm, go to sea or whatever profession is involved because there is a motivation. Of course motivation motives are different or multilevel for people who are running the above activities. With this motivation, the level of performance can be different if the person does not have motivation. So someone must have motivation in carrying out all their activities in achieving the desired goals.

Indeed, the will of work is natural in the human psyche whose laws have been decided by human needs to realize their desires. Islam sharpens, prepares and encourages this will to achieve the goals to be achieved by humans. We can feel that when Islam instills in the human soul that good effort is an inseparable part of the faith and that he is obliged to try and earnestly towards it. (Ahmad Muhammad, 1999).

The Messenger of Allah. once shepherded goats belonging to Makkah residents before becoming prophets, and worked to trade Khadijah Ummul Mukminin's possessions r.a. the friends also work individually, and the Muhajirin are busy selling and buying in the market. Then the Messenger of Allah. said:

"No one eats one food that is better than what he eats from the work of his hands, and indeed the Prophet David ate from the work of his hands." (Al-Bukhari, Isma'il, ḥīḥāḥīḥal- Bukharī: 1998).

"Abi Sakir from Sulayman ibn Ali ibn Abdullah bin Abbas from his father from his grandfather. Whoever is sitting tired at the end of the day because of the

work he has done so he gets the afternoon his sins are forgiven by God." (Thabrānī, Ahmad, Al-Mu'jam al-Ausath Juz 7: 1995).

Thabrani's Hadith narrated in the book Al-Mu'jam al-Ausath Juz 7 was declared dhaif as said by al-Haitsamī: in many of the unknowns of the sanad, and al-berkata al-Hafidd az-Zaid al-'Arāfī, the sanad is dhaif and from the prevalence of hadiths. However, this hadith can be used as motivation in fadhilatul 'charity As for the giving of ujah (wages) in the book of Ṣāḥīḥ Bukhari there are many hadiths about the wages specifically written in the Book of Ijarah. This shows that motivation to work in addition to expecting reward from Allah also cannot deny the expectation of reward in the form of material.

2.2. Educate

Educate According to the Great Indonesian Language Dictionary (1991: 232), education comes from the word "didik", then is given the prefix "me" so that it becomes "educating" which means maintaining and giving training. In learning and giving training, there is a need for teachings, demands and leadership regarding morality and intelligence. Prof. Langeveld, a Pedagogic expert from the Netherlands, stated that education is a guidance given by adults to children who are immature to achieve their goals. Ki Hajar Dewantara Education is an effort to advance children's character, mind, and body so that they can advance the perfection of life, namely living and reviving children in harmony with nature and society. Basically the notion of education proposed has in common that is conscious, planned, systematic, ongoing, and toward maturity.

2.3. Lecturer

Lecturers in the Big Indonesian Dictionary are people whose jobs (livelihood, profession) teach. Lecturers who carry out their duties in class in order to educate students to be smart with systematic and sustainable business. According to Purwanto, the person who is given the responsibility as an educator in the school environment is a lecturer. Law of the Republic of Indonesia Number 14 of 2005 on Article 1 reads Lecturers are professional educators with the main task of educating, teaching, guiding, directing, training, assessing, and evaluating students in early childhood education through formal education, basic education and secondary education.

2.4. Certification

Allowances At the beginning, the lecturers only received basic salaries and state facilities, and dosens were not paid much attention to the honorium from the government. Once the importance of the duties of the lecturer in educating the nation's children, then the order to provide non-honorarium allowances is called certification allowances. This is based on the government's decision through the Law of the Republic of Indonesia Number 14 of 2005 because professional lecturers must be given benefits. Reinforced in Ministerial Regulation No. 18 of 2007 concerning Certification for Lecturers in Article 6 paragraph 3 obtaining professional allowances after obtaining written approval from the Minister of National Education or the appointed official. Then the lecturers' welfare increases since the government policy provides certification allowances. At first the lecturer was already sincere and enthusiastic before the existence of the allowance. And now the lecturer must be more enthusiastic in educating the nation's children because they have received certification allowances. If the enthusiasm is still the same before you get the allowance, then it is inappropriate or the enthusiasm is

also not allowed. C. Research Location Faculty of Islamic Religion Muhammadiyah University of North Sumatra is a combination of two previous faculties namely Fakultas Ushuluddin and Tarbiyah, operational permits of the Ushuluddin Faculty with registered status from the Government c / q Ministry of Religion of the Republic of Indonesia in 1975 with Number: KEP / D.VI / 177/1975 dated 27 June 1975. While operating license registered with the Tarbiyah Faculty from the Government c / q Ministry of Religion of the Republic of Indonesia in 1989 with Number 55 of 1989 dated March 1. Registered Status Study Program Islamic Education increased from "REGISTERED" to "RECOGNIZED" In 1996 on October 17, 1996 there was a change with the Decree of the Minister of Religion of the Republic of Indonesia Number: 56 of 1992 dated February 19, 1992. Until October 16, 1996 the PS of Islamic Education was still named Tarbiyah Faculty. The change of name to the Faculty of Islamic Religion took place on October 17, 1996 majoring in Islamic Education (Tarbiyah) and the Department of Islamic Communication and Broadcasting (Da'wah) number 497 of 1996 on October 17, 1996. The development of change into the Faculty of Islamic Religion can be seen briefly at the stage the following: 1. Year 1975: Faculty of Islamic Law 2. 1980: Faculty of Sharia 3. 1987: Tarbiyah Faculty 4. In 1996: Faculty of Islamic Religion Islamic Religion Faculty Muhammadiyah University North Sumatra Jl. Muktar Basri No. 3 Medan. The number of lecturers is 34 people and has been certified by 20 people, which is not 24 people.

3. Literature Study

The results of several studies related to the research title, will be used as reference material for research and comparison in this study, including the following:

- 1) Hesti Muwarti (2013) has conducted research in the form of a journal, entitled "The Influence of Teacher Certification on Work Motivation and Teacher Performance in State Vocational High Schools in Surakarta." In this study the method used was descriptive quantitative, data collection techniques by questionnaire . The results obtained are the influence of teacher professional certification, this is shown that, t table is more aligned than t count of $10.664 > 1.664$.
- 2) Muhammad Zulkifli, et al (2014) has conducted research in the form of journals, with the title "Work Motivation, Certification, Welfare, and Teacher Performance." In this study using quantitative methods by testing the fit model using structural Equation modeling. The results obtained are work motivation and certification play an important role in efforts to enhance the welfare and performance of teachers.
- 3) Fatima Kharisma Melati, et al (2013) has conducted research in the form of journals, with the title of the research "The Effect of Teacher Motivation and Motivation on Teacher Performance, on the Performance of High School Teachers N.5. Surakarta. "The method used in this study is comparative causal or ex post facto research. The results obtained (1) There is a positive influence of teacher certification on the performance of teachers of SMA N 5 Surakarta. (2) There is a positive influence of the teacher's work motivation on the performance of the teachers of Surakarta N SMA 5. (3) There is a positive influence of teacher certification and teacher work motivation on the performance of teachers of Surakarta N SMA 5.

4. Research Methods

This type of research is descriptive qualitative research, explaining the events in the field, by looking at the questionnaire that has been distributed to the research object. Then describe the results of the questionnaire. Data collection techniques use two methods, the first is field study, and the second is observation.

4.1. Sample Technique

The questionnaire is a collection of data by distributing or giving a list of questions to the lecturers at Muhammadiyah University, with samples of the Lecturers of the Faculty of Islamic Studies, which are related to the motivation and certification given. The questionnaire consists of 5 questions, which represent motivation and certification. Using the Likert Summated Rating (LSR) method, each question has 5 (five) options.

Table 1. Likert Scale

Questions	weight
Strongly Agree	5
agree	4
disagree	3
disagree	2
Strongly disagree	1

Source: Sugiyono (2008: 93)

4.2. Field Study (Field Research)

Namely research conducted directly with the object under study to obtain concrete data for the purpose of obtaining data relevant to the problem. In the field study the data collection tools used were distributing questionnaires to the UMSU FAI lecturers. c. Observation Observation is a method of collecting data by making direct observations of an object in a given period and systematically recording certain things observed. The number of observation periods that need to be done and the length of time in each observation period depend on the type of data collected. If the observation will be carried out on a number of people, and the results of the observation will be used to make comparisons between these people, then observations of each person should be carried out in relatively the same situation. Data analysis is the process of systematically searching and compiling data obtained from interviews, field notes and documentation, by organizing into categories, describing in units synthesizing, composing into a pattern of choosing which is important and will be studied, making conclusions easy to understand by yourself and others (Sugiono, 2009). Determination of the number of samples is calculated based on the sources according to Roscoe (research methods for business) in Albert about determining the sample size for research is "if the research will use a multi-variance analysis tool, then the number of sample members is at least 10 x of the number of variables studied. based on the determination of the sample, this research uses two variables, then the number of sample members = $10 \times 2 = 20$. From the above calculation, the number of samples to be examined is 20 respondents.

5. Research Result

Tabel 2. Questionnaire

No	Questions	Strongly Agree	agree	Disagree	Disagree	Strongly Disagree
1	Increased discipline must be followed by an increase in rewards					
2	If you come late to work, the incentivation will be reduced / cut					
3	A lot of work must be accompanied by a high incentive					
4	The increase in Incentiv must be accompanied by an increase in discipline					
5	Low incentives will reduce the performance we have					
6	Certification is one of the things to improve the quality of teachers					

From the results of research conducted by the author, there are five questions, and each question represents the motivational variables represented by certification and lecturer performance, in the Faculty of Islamic Studies, Muhammadiyah University of North Sumatra. The samples taken in answering the questionnaire were as many as 20 people, from lecturers who had attended or received the existing certification. These questions involved the motivation or certification given by the lecturers, on the performance of the existing lecturers. To find out about this, the researcher will also display the results of the existing research as follows:

Tabel 3. Results of Quiz

No	Questions	Strongly Agree	agree	Disagree	Disagree	Strongly Disagree
1	Increased discipline must be followed by an increase in rewards.	4			16	
2	If you come late to work, the incentivation will be reduced / cut.	9	4		7	
3	A lot of work must be accompanied by a high	8	5	2	5	

No	Questions	Strongly Agree	agree	Disagree	Disagree	Strongly Disagree
	incentive.					
4	The increase in Incentiv must be accompanied by an increase in discipline.	16	2	2		
5	Low incentives will reduce the performance we have.	20				
6	Certification is one of the things to improve the quality of teaching staff, and improve the speed of response, in doing things.	14			6	

From the results of the questionnaire that can be answered, 4 of the people who agreed strongly agreed on the first question, while those who answered did not agree as many as 16 people, while the answers agreed, hesitated, and strongly disagreed that no one answered. The second question, which answered very much agreed as many as 9 people, while those who answered agreed as many as 4 people, and answered disagree as many as 7 people. Third question, those who answered strongly agree as many as 8 people, answer agree 5 people, doubt 2 people, and disagree 5 people. The fourth question, which answered very much as many as 16 people, answered as many as 2 people agreed, and answered doubtfully 2 people. The fifth question, all answered strongly agree, that is as many as 20 people. While the last question, those who answered strongly agree as many as 14 people, and disagree as many as 6 people.

6. Discussion

From the results of the above research, it can be analyzed that, the first question with the statement "Increasing discipline must be followed by an increase in rewards," this statement can analyze whether the certification considered as a reward can affect the improvement of discipline. This shows that increasing discipline does not have to be accompanied by an increase in incentives. That is, to improve discipline, there must be no certification. For this reason, a regulation must be further tightened, so that the regulation must be obeyed immediately, even though the regulation has no additional incentive provided by that person. From the questionnaire given by the object, those who answered did not agree as much as 80% or as many as 16 people, it means that there is no effect of increasing incentives or certification, to increase discipline, or to improve discipline, there should be no increase in incentives.

The next question about discipline against incentives. In this question, the incentive in question is certification, as for the sound of the statement that is "If you come late to work, then the incentives given will be reduced / cut." The results obtained from this second question, which states strongly agree as much as 45% or 9 people, who agreed as much as 20% or 4 people, while disagreeing as much as 35% or 7 people. This question reflects the loyalty, lecturers, work or compliance with existing regulations. Then the results obtained from this question, that incentives are not something that can improve discipline. Because discipline or regulating regulations is one of the obligations that must be fulfilled,

not having to wait for an increase in incentives. That means, the lecturers in the Faculty of Islamic Religion, do not have to wait for an increase in incentives, in doing discipline.

The results of the second statement that has been distributed to the research object, with the statement "A lot of work, must be accompanied by a high incentive." The results of this third statement, which states strongly agree as much as 40%, while those who agree 25%, stating 10% doubtful, and 25% disagree. This statement shows the influence of incentives on employment, so the results can show that, incentives affect work. This can be seen from the number of answers that stated strongly agree and agree, compared with hesitation and disagree.

The results of the fourth statement on "Increasing Incentives must be accompanied by an increase in discipline," indicating that, many objects stated strongly agree, with 80% results, compared with 10% agreed answers, and 10% doubts. In this statement we can see, the influence of incentives in improving discipline. That means, there is a influence of certification on increasing discipline in teaching teaching activities in the Faculty of Islamic Studies, Muhammadiyah University of North Sumatra.

The fifth statement "Low incentives will reduce the performance that we have." In this statement, all objects stated strongly agree or equal to 100%, that means that incentives can affect the work ethic that exists in someone, then with the incentive or certification, then increase one's performance will increase. And conversely, if the incentive given decreases, the existing work ethic will decrease.

The fifth statement "Certification is one of the things to improve the quality of teaching staff and improve the speed of response, in doing something." Results that are used in this statement, show that as many as 70% of objects stated strongly agree, while 30% of objects stated disagree. The analysis obtained from this statement, that certification greatly affects the quality of the instructor, and increases the speed of response in doing something. This can be seen from the number of objects answered strongly agree, compared to disagreeing.

7. Conclusion

From the results of research conducted by researchers, it can be concluded that certification has an influence on improving the quality of work and discipline. In the sense, that incentives have a big influence in improving the quality of work or work ethic that is owned by someone. This is evidenced, with questionnaires that have been developed to the object of the study, namely to the teaching staff in the Faculty of Islamic Studies, Muhammadiyah University of North Sumatra.

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