



Professionalism Of Civil Servant Teachers Through Writing Scientific Article And Scientific Publications

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ABSTRACT

The study aimed to determine the correlation and influence between writing scientific article and scientific publications on the professionalism of civil servant teachers in Bogor Regency. This research method uses quantitative descriptive with ex post facto models, namely research models that primary data is collected after something happens. Data collection techniques using surveys. The data analysis uses 1) Descriptive analysis to describe each variable with a percentage value. 2) Inferential statistical analysis is used to see correlations using the Product Moment formula. 3) Next, use a simple regression formula to find how influential it is. The results of this study show that the level of professionalism of civil servant teachers in Bogor Regency has a percentage of pedagogic competence of 87%, Personality competence of 89%, Social competence of 91%, and professional competence of 93%. Furthermore, the ability to write scientific articles for civil servant teachers in Bogor district showed results of 79%. Meanwhile, the attitude of civil servant teachers in Bogor Regency in scientific publications showed results of 77%. The independent variable (writing scientific article) with the dependent variable (professionalism of civil servant teachers) shows that the calculated r of 0.580 is greater than the table r of 0.138. Thus, H_0 is rejected, and H_a is accepted. In conclusion, there is a positive correlation between writing scientific article and the professionalism of civil servant teachers in Bogor Regency. Furthermore, the calculated F value is 100,611 with a significance value of $0.000 < 0.005$, so the regression model can be used to predict the variables of writing scientific article or if there is an influence between writing scientific article on the professionalism of civil servant teachers in Bogor Regency.

Keywords: Scientific Article, Teacher Professionalism, Civil Servant.

INTRODUCTION

Based on Law Number 20 of 2003 concerning the National Education System, education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have religious, spiritual strength, self-control, personality, intelligence, noble character, and skills needed by themselves, society, nation, and state. The statutory mandate has conveyed unequivocally that education must develop students' potential. Therefore, a teacher who can teach, educate, and train students professionally is needed. Thus, the law's mandate regarding the ideals of national education can be realized. According to Basuki in Pristiwyanto, a teacher has to teach, educate, and provide training. Teaching means knowledge development activities, educating means developing values in life, and providing training means ensuring students' skills well (2021). Thus, teachers have a huge role because they not only teach but guide and train students until the potential of their students can be seen and valuable.

However, according to Asmadi et al., many teachers in Indonesia still focus on cognitive aspects only. This can be seen in the learning process, and learning evaluation only assesses aspects of knowledge (2022). This problem causes education in Indonesia to be unable to achieve national goals because it is clear that the quality of Indonesian teachers still needs to be improved. Proof of low education in Indonesia is evidenced by a survey from PERC (Political and Economic Risk Consultancy) that the quality of education in Indonesia is in last place, 12th out of 12 countries in Asia. The cause is the low quality of teachers (Mita et al., 2022). Based on

these problems, teacher development is significant to make teachers professional and become advanced Indonesians.

A professional is a job or activity carried out by a person. It becomes a source of life income that requires expertise, proficiency, or proficiency that meets specific quality standards or norms and requires professional education (Law Number 14 of 2005 concerning Teachers and Lecturers). Therefore, a professional teacher needs to develop his competence to become an expert in the field of learning in the classroom. As professional teachers, we are always nurtured by the willingness to be a ready teacher to serve students with a sense of responsibility—moreover, a teacher with the status of a Civil Servant.

Based on Law Number 5 of 2014 concerning the State Civil Apparatus, Civil Servants, abbreviated as civil servants, are Indonesian citizens who meet specific requirements and are permanently appointed civil servants by civil service supervisory officials to occupy government positions. A civil servant who has been determined must carry out the orders of the applicable law. Article 10, letter b of the Civil Service Law states that a civil servant is a public servant. Therefore, teachers who are designated as civil servants must serve their students professionally.

The professionalism of a civil servant is the goal of bureaucratic reform as in Law Number 17 of 2007 concerning the National Long-Term Development Plan 2005-2025, which states that the development of the state apparatus is carried out through bureaucratic reform to improve the professionalism of the state apparatus and to realize good governance at the center and in the regions, in order to be able to support the success of development in other fields (Dasriyanti et al., Z., & FS, H. T. R., 2022).

Talking about professional teachers is inseparable from their competencies. Based on Law No. 14 of 2005 concerning Teachers and Lecturers, article 1, paragraph 10 states, "Competence is a set of knowledge, skills, and behaviors that must be possessed, lived, and mastered by teachers or lecturers in carrying out professional duties". Competencies are divided into **pedagogic, personality, social, and professional competencies** obtained through professional education. One of the efforts to improve teacher professionalism is through writing scientific article.

Teachers are professionals with a critical position in achieving national educational goals. Therefore, the profession of a teacher must continue to be developed by the times. Based on the Minister of PAN-RB number 16 of 2009 article 1, continuous professional development is the development of teacher competencies carried out according to needs, gradually, continuously to improve a teacher's professionalism. A teacher cannot stand still or enjoy the "comfort zone" but must continue to upgrade his knowledge. It is stated in Article 11, paragraph c, that upgrading a teacher is one of them through scientific publications of research results or ideas about science in the field of formal education.

According to Jaedun, scientific writing is an activity about reports in writing rather than scientific activities themselves. Scientific writing is pouring ideas based on the results of observation reviews in particular research fields. The writing must be prepared following the applicable method with writing systematics by the rules and can account for the correctness of the data (2011). Through scientific writing, teachers have many benefits when their article are published. According to Imam Suyitno, writing scientific article has improved teacher professionalism and benefits in developing the quality of learning processes and outcomes (Suyitno, I., 2013). So, scientific article for a teacher can be published as research reports that benefit themselves and other teachers. Published scientific article will receive a credit score as an increase in professionalism. According to Arikunto, Suhardjono, and Supardi, teachers will get awards through credit numbers used as professional management regarding teacher rank, recognition, and better welfare (2009).

One form of scientific work that uses the scientific method in discussing problems is scientific articles. Scientific articles contain structures ranging from **titles, abstracts, introductions, methodologies, discussion results, and conclusions** (Nugroho et al., D. D. (2023). Scientific articles with a standard structure must be published in accredited journals to contribute to developing science in Indonesia. Scientific publication is part of a series of processes for writing scientific article. Therefore, scientific articles produced from classroom action research will add value for teachers if published in accredited journals.

Action Research in the Classroom is a topic the government supports to ensure Indonesian teachers become qualified. Therefore, this priority can be done by all teachers in Indonesia. The action research activities in the classroom carried out by teachers have benefits that impact the teacher itself as follows: **First**, research activities in the classroom that are well planned and controlled can increase the competence of the teacher himself and manage learning well. **Second**, teachers can solve problems in the classroom and provide learning resources so that learning can be problem-based. **Third**, the role of teachers in learning can continue to be evaluated to improve the quality of learning. So that teachers can show achievements in continuous learning. With the benefit of a teacher maximizing action research activities in the classroom through scientific writing reports, it will be more beneficial to more people.

However, the level of writing scientific article for teachers could be higher. According to Suhardi, teachers cannot write because the desire to read and write is low. **Second**, the reading material available is limited. **Third**, the absence of self-confidence. **Fourth**, lack of experience in the field of writing. **Fifth**, the motivation to write is low (2021). This problem causes teachers to have no desire to do scientific publications. In fact, with scientific publications, teachers get credit scores as an increase in professionalism. In addition, based on the results of observations, there are still many teachers who focus more on teaching only, while writing scientific article and publications seems unimportant. The impact of scientific writing and publication in

Indonesia still needs to be higher. The low productivity of teachers in writing scientific article is due to many inhibiting factors in writing; it is undeniable that the writing culture of Indonesian society, especially teachers, is still low.

The problems in Indonesian teachers and the weak activities in writing scientific article and publications will impact the quality of Indonesian education. This is because a teacher who does not understand the importance of writing scientific article will have an impact on improving the professionalism of the teacher himself. Therefore, this study aims to describe how much influence it has on writing scientific article that have an impact on improving the professionalism of civil servant teachers in Bogor Regency.

Based on the background described, the formulation of the problem in this study is the professionalism of civil servant teachers through writing scientific article in Bogor Regency manifested in the form of questions as follows:

1. What is civil servant teachers' professionalism level in Bogor Regency?
2. How is the ability of civil servant teachers to write scientific article and the attitude of scientific publications?
3. How much influence does the writing of scientific article increase the professionalism of civil servant teachers in Bogor Regency?

METHOD

The research conducted in Bogor uses an ex post facto model, a research model whose main data is collected after something happens (Arikunto, S., 2005: 51). The form of research used is a survey method. This survey takes a population sample through Google form in the main data collection.

The population in the study were all civil servant teachers in Bogor Regency, spread across 40 sub-districts. The sample in this study uses the Probability Sampling technique. Where every member of the population has the opportunity to be sampled. Then, researchers do it randomly to determine samples representing each sub-district. So, the sample of this study is five respondents x 40 sub-districts, which means 200 respondents.

The scale used in this study is the Likert scale, which is intended to measure a person's attitudes, opinions, and perceptions about social phenomena. In this study, these social phenomena have been precisely determined by researchers, which are in the future referred to as research variables (Sugiyono, 2009, p. 93).

The data analysis techniques carried out based on the results of questionnaires and interpretation of research results are used as descriptive analysis and inferential analysis to see the influence between research variables. The data obtained are processed using techniques: 1) Descriptive analysis to describe each variable with a percentage value. 2) inferential statistical analysis is used to see correlations using the Product Moment formula. 3) Next, use a simple regression formula to find how influential it is.

RESULTSS AND DISCUSSION

Civil servant teachers spread across 40 sub-districts have been sampled by random means. So, each sub-district has five civil servant teachers at the level of junior high school education units in Bogor district. The breakdown of respondents based on academic qualifications is as teachers who have the last **Bachelor's Degree**, as many as **125** people or **62.5%**; teachers who have the last **Master's Degree**, as many as **73** people or **36.5%**, while teachers who have the last is **Postgraduate** as many as **2** people or **1%**. Based on the Regulation of the Minister of National Education of the Republic of Indonesia Number 2007 concerning Standards of Academic Qualifications and Teacher Competencies, teachers in junior high school education units must have a minimum bachelor qualification. Therefore, the respondents qualified as professional teachers.

Furthermore, civil servant teachers are spread across 40 sub-districts with varying groups or levels. The details of the data of respondents who have **level I** group (Clerk) there is **1 person**; respondents who have **level III** group (Superintendent) there are **99 people**. In contrast, there are of respondents who have **level IV** group (administrator), there are **100 people**. Based on the number of respondents who have been recapitulated civil servant teachers in Bogor district who have more **level IV** groups (administrator), these teachers have taken the highest career, achieved an achievement or achievement in deepening science maturely.

The Professionalism of Civil Service Teachers in Bogor Regency

The research results that have been processed are based on the percentage value of the professionalism of civil servant teachers in Bogor Regency. The data obtained based on the questionnaire distributed shows that the professionalism of a civil servant teacher is seen from several competencies possessed by a teacher. The percentage of **pedagogic competence** is **87%**, **personality competence** is **89%**, **social competence** is **91%**, and **professional competence** is **93%**.

Suharsimi Arikunto (2005:44) states that percentage gains can be categorized under the following conditions: between 81%-100% = excellent, between 61%-80% = good, between 41%-60% = sufficient, and between 21%-40% = less. So the competence of Bogor District civil servant teachers can be determined by categorization based on percentage values that have been processed using the applicable formula.

Based on the percentage categorized by Suharsimi Arikunto, the professionalism of Bogor District civil servant teachers in **pedagogic competence is 87%**, which is included in the **outstanding** category. This means that civil servant teachers in Bogor Regency have 1) the ability to interpret the characteristics of students from physical, moral, spiritual, social, cultural, emotional, and intellectual aspects, 2) master learning theories and educational learning principles, 3) develop curricula related to the subjects they teach, 4) Moreover, take reflective actions to improve the quality of learning.

Furthermore, the resulting percentage of **personality competence is 89%**, so the professionalism of civil servant teachers in Bogor Regency is categorized as very good. These results are evidenced by questionnaire answers, which show that civil servant teachers have the following criteria; 1) Able to act according to Indonesian national religious, legal, social, and cultural norms, 2) Able to present themselves as honest, noble morals and role models for students and society, 3) Able to present themselves as steady, stable, mature, wise, and authoritative individuals, 4) Able to show work ethic, high responsibility, a sense of pride in being a teacher, self-confidence, 5) Able to uphold the professional code of ethics of teachers

The resulting percentage of **social competence is 91%**, so the professionalism of civil servant teachers in Bogor Regency is categorized as **very good**. These results are shown in the results of the distribution of questionnaires that Bogor Regency civil servant teachers: 1) able to communicate effectively, empathetically, and politely with fellow educators, education staff, parents, and the community, 2) able to adapt in the place of duty throughout the territory of the Republic of Indonesia which has socio-cultural diversity, 3) teachers can communicate with their professional community and other professions orally and in writing or other forms.

Furthermore, the percentage generated in **professional competence is 93%**, so the professionalism of civil servant teachers in the Bogor district is categorized as **very good**. The results were shown in the distribution of questionnaires that civil servant teachers in Bogor district; 1) have mastery of the material, structure, concepts, and scientific mindset that supports the subjects being taught, 2) have mastery of competency standards and essential competencies of the subjects being taught, 3) able to develop learning materials that are creatively accommodated, 4) able to develop professionalism on an ongoing basis by taking reflective actions, 5) able to utilize information and communication technology to develop themselves.

Ability to Write Scientific Article and Scientific Publications

Writing scientific article and publications is an activity that is not separated; if you have written scientific articles, they must be published in accredited or indexed journals. Based on data processing on attitudes in writing scientific article and scientific publications using questionnaire distribution through Google Forms, the ability to write **scientific articles** for civil servant teachers in Bogor district showed results of **79%**. Meanwhile, the attitude of civil servant teachers in Bogor Regency in **scientific publications** showed results of **77%**.

The position of the attitude of civil servant teachers in the district regarding the ability to write scientific articles is **79%**, which means it is in the **excellent** category. The score shows that civil servant teachers in Bogor Regency; 1) Able to determine the title interestingly and uniquely that meets specific requirements, 2) The teacher can develop writing ideas well, 3) Can make comprehensive conclusions about the results of the writing, 4) The teacher can determine the correct research method by the specified research problem, 5) The teacher can search or browse the latest references well, 6) The teacher can write a bibliography by the rules of Indonesian or the General Guidelines for Language Spelling Indonesia.

Furthermore, the percentage value obtained on the attitude of civil servant teachers about accredited **scientific publications** of **77%** means that it is in a **suitable** category. The results illustrate that civil servant teachers in Bogor Regency; 1) Teachers know and understand that published articles have essential benefits in scientific development, 2) Teachers are interested in writing the results of classroom action research, which are then published in accredited journals, 3) Moreover, teachers understand well the usefulness of a scientific publication in following up on the results of further research.

Correlation of Writing Scientific Article with the Professionalism of Civil Service Teachers

Based on the results of data processing obtained from civil servant teachers in Bogor district about the correlation of the ability to write scientific article and scientific publications to improve teacher professionalism as follows:

$$\begin{array}{rcl}
 n & : & 200 \\
 \sum x & : & 6271 \\
 \sum y & : & 7190 \\
 \sum x^2 & : & 200113 \\
 \sum y^2 & : & 260134 \\
 \sum xy & : & 226836
 \end{array}$$

Next, the data is processed to find out the correlation between the two variables using spss version 27, resulting in the following data.

Correlations

		Penulisan Karya Ilmiah	Profesionalisme Guru PNS
Penulisan Karya Ilmiah	Pearson Correlation	1	.580**
	Sig. (2-tailed)		.000
	N	200	200
Profesionalisme Guru PNS	Pearson Correlation	.580**	1
	Sig. (2-tailed)	.000	
	N	200	200

The basis for making decisions about the results of correlation calculations using SPSS version 27 is that if the significance value is < 0.005 , it is declared correlated. At the same time, if the significance value is > 0.005 , it is declared uncorrelated. Based on the correlation table, the significance value is 0.000, and the **correlation** is stated.

Furthermore, to obtain a measurement of the interpretive value of the correlation coefficient, an interpretation guideline of the correlation coefficient is needed; if 0.00-0.199 means very low, 0.20-0.399 means low, **0.40-0.599** means **medium**, 0.60-0.799 means strong, and the coefficient interval 0.80-1.000 means very strong (Sugiyono, D. 2019: 230). It is based on data processing using SPSS. The results of variable x (writing scientific article and scientific publications) and variable y (professionalism of civil servant teachers), which is 0.580, mean a **moderate** correlation of **0.40-0.599**.

The comparison value of r is calculated with the r product moment table, which has an error rate of 5% and $n = 200$, which is **0.138**. Therefore, based on decision-making, if r counts $> r$ table, it is declared positively correlated, while if r counts $< r$ table, it is declared negative correlation (Unaradjan, D. D., 2019). So, the r calculated based on the correlation table **0.580** is greater than the table r **0.138**. So H_0 is rejected, and H_a is accepted. In conclusion, there is a **positive** correlation between writing scientific article and the professionalism of civil servant teachers in Bogor Regency.

Writing scientific article and publications carried out by civil servant teachers in the Bogor district has an impact on improving professionalism. That is, if teachers carry out scientific article and scientific publications, the professionalism of civil servant teachers in Bogor Regency will experience a better increase. In conclusion, writing scientific article and publications is very important in developing human resources. In this case, teachers are at the forefront of the world of education. The better the human resources, the better the quality of education in Indonesia.

The Influence of Writing Scientific Article on the Professionalism of Civil Service Teachers

Furthermore, the author uses a linear regression test to determine how influential variable X (Writing Scientific Article) is on Variable Y (Professionalism of Civil Service Teachers). However, before the linear regression test, the authors tested the data regarding validity, reliability, normality, and linearity.

According to Arikunto in Unaradjan, a measure's validity shows the reliability or validity of a measuring instrument (2019:164). Based on the processing results using SPSS 27, the research data is declared valid if the significance is < 0.005 ; if the significance is > 0.005 , it is declared invalid (Sunyoto, D., 2012). The calculation results of all statement items, both variable x, and y, using SPSS 27, show a significance of < 0.05 . Then, the instrument used is declared valid and suitable for use.

Reliability is a measure of remaining stable (Sunyoto, D., 2012: 35). The basis for decision-making is if the comparison alpha is > 0.50 , it is declared reliable, while if the comparison alpha is < 0.50 , it is declared unreliable. Based on the data obtained using SPSS 27, the value of Cronbach Alpha on variable X is .090, while the value of Cronbach Alpha on variable Y is 0.80. Therefore, both variables are declared reliable because the value of Cronbach Alpha is > 0.50 .

Normality analysis will test variable X data and variable Y data to determine whether a regression equation produced with normal distribution or not. The basis for decision-making is that it is said to be normally distributed if the significance is > 0.05 . At the same time, it is said to be abnormally distributed if the significance is < 0.05 . Based on the calculation results using Statistical Program for Social Science (SPSS) 27 with the Kolmogorov-Smirnov model, there is a significance result of 0.21. Thus, the research data used are normally distributed.

The linearity test is used to determine whether the regression line between variable X and variable Y forms a linear line or not. If it is linear, it can proceed to regression analysis. The basis for making the decision is that if the significance value of Deviation from Linearity > 0.05 , then the data is declared linear patterned. At the same time, if the significance value of Deviation from Linearity < 0.05 is declared non-linear patterned data. Based on data processed using SPSS 27, the data shows a significance value of Deviation from Linearity of 0.496, which means > 0.05 . So, it is expressed as linear patterned data.

Next, a requirements test was carried out to measure the level of influence between the independent variable and the dependent variable using a simple regression analysis technique. According to Unaradjan, regression

or forecasting is a process of systematically estimating what is most likely to happen in the future based on past and present information held to minimize errors (2019:215).

The basis for decision-making is that if the significance value < 0.05 , the data is declared influential. Meanwhile, if the significance value > 0.05 , the data is declared to have no effect. For more details, the author conveys the results of SPSS 27 as follows:

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	557.113	1	557.113	100.611	.000 ^b
	Residual	1096.387	198	5.537		
	Total	1653.500	199			

Based on the ANOVA table above, the significance value is 0.000. The basis for decision-making is to compare the significance value with the probability value. If the significance value is < 0.005 , it means that the independent variable (X) affects the dependent variable (Y). In contrast, if the significance value is > 0.005 , it means that the independent variable (X) on the dependent variable (Y) has no effect. Therefore, the calculated F value is 100,611 with a significance value of **0.000** $<$ **0.005**, so the regression model can be used to predict the variables of writing scientific article or if there is an **influence** between writing scientific article on the professionalism of civil servant teachers in Bogor Regency.

Based on the results of data analysis that have been processed using SPSS 27, scientific writing and scientific publications carried out by civil servant teachers in Bogor Regency in 2023 have a positive influence. If Bogor district civil servant teachers continue to develop through writing scientific article, then professionalism in teaching them will be better. So, writing scientific article that were considered complex and tedious for civil servant teachers in Bogor Regency showed positive results. Judging from the class or rank owned by a civil servant teacher in Bogor district has entered group IV. That is, he has passed the stages held by the government to continue to develop his career to be better in the world of education in Bogor Regency.

CONCLUSION

Professionalism in the 5.0 era is an important point in facing the rapidly advancing competition of Human Resources. Moreover, Indonesia will face a heyday, namely Golden Indonesia in 2045. Therefore, civil servant teachers must be at the forefront in facing increasingly fierce competition through increased professionalism. One of them is improving teacher professionalism by writing scientific article and publications. Writing scientific article is an activity to pour interesting ideas about learning problems in the classroom delivered through scientific methods and convey the results of their research in accredited journals. Scientific publications in accredited journals will contribute to developing science in Indonesia. In addition, the career of the teacher himself has increased. Therefore, professional teachers can write scientific article rather than the results of classroom action research.

Increasing the professionalism of civil servant teachers in Bogor district through writing scientific article and publications is proven through survey results that show positive results after being processed using SPSS 27 through product-moment correlation and regression analysis.

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