



Analysis of Teacher Performance Management in Increasing Student Motivation at MAN 1 Langkat: In the New Normal Era

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ABSTRACT

ARTICLE INFO

Article history:

Received

10 August 2023

Revised

24 August 2023

Accepted

10 September 2023

Activities in the world of education are gradually returning to normal. Madrasah institutions' readiness for face-to-face learning requires compliance with Health protocols. The role of the teacher is as a way of guiding, motivating and guiding all elements of students in a group to obtain the expected goals and enable the teacher's performance to run optimally. The aim of this research is to determine teacher performance in increasing MAN Langkat students' learning motivation in the New Normal Era. This research uses qualitative research, with a descriptive qualitative research type. The research subjects were teachers and students of Madrasah Aliyah Negeri 1 Langkat. Data collection techniques use interviews, observation and documentation. The research results aim to determine the obstacles found by teachers at MAN 1 Langkat in increasing student learning motivation in the new normal era. The results of this research show that the efforts implemented by teachers to motivate student learning in the new normal era are: by instilling disciplinary behavior and the importance of communication to students, and limiting the use of e-digital media in learning.

Key Word

Teacher Performance, Student Learning Motivation, Learning in the New Normal Era

How to cite

<http://pusdikra-publishing.com/index.php/jsr>

Doi

[10.51178/jsr.v4i2.1511](https://doi.org/10.51178/jsr.v4i2.1511)



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INTRODUCTION

At the start of the odd semester of the 2020-2021 academic year, Indonesia implemented a new normal. The new normal period is a change in circumstances that return to normal after going through the Covid-19 pandemic but still following health protocols. New normal can be interpreted as a condition or social habit of society or individual behavior that appears after Covid-19 is over. New normal is defined as more than just normal adaptation and new health protocols to contain the spread of the virus (Kardina, The Influence of New Normal in the Midst of the Covid-19 Pandemic on School Management and Students, 2020). New normal more broadly refers to the forms of adjustments and changes that take place as a result of the pandemic in various

aspects of life, both temporary and potentially more permanent (Winanti, 2020). At this time students are starting to return to normal school activities but are still limited by health protocols. However, because they are used to online learning, students have little enthusiasm for learning because they feel comfortable studying at home using cell phones and can open social media applications.

This lack of student motivation to learn is a challenge for teachers to be able to change it and increase it again, especially in the new normal period it will have an impact on decreasing student interest in learning (Tandi and Limbong 2021) so teachers must be more creative in increasing this interest in learning, as teachers must be able to make use of online learning media (Sebayar, Saragih, and Hestina 2020) which are quite widely available on the internet these days. From observations made during PPL (Practical Field Experience), there are still many students who lack enthusiasm and are less active in learning, especially in religious lessons because the material taught online is still not fully understood so students are still confused about understanding the next material.

RESEARCH METHOD

Based on the problems posed in this research, emphasizing issues of process and meaning (perception and participation). Based on the problems posed in this research, which emphasizes issues of process and meaning (perception and participation), the type of research with the best strategy is research descriptive qualitative (Sutopo, 2006: 40). This form will be able to capture a variety of qualitative information with careful and nuanced descriptions that are more valuable than simply stating quantities or frequencies in the form of numbers.

The strategy used is a single case study. Sutopo (2006: 139) explained further that a research is called a single case study if the research is focused on one characteristic. This means that research is only carried out on one target, one location or one subject.

This research analysis is inductive, in that all conclusions are formed from all information obtained from the field. This analysis process was carried out simultaneously from the beginning of the data collection process, by carrying out various reflection techniques to deepen and consolidate the data. Every data obtained will always be compared, each unit or group to see its relationship according to the research objectives. The analysis process uses an interactive analysis model. In this analysis model, the three components of analysis are data reduction, data presentation and drawing conclusions/verification (Miles and Huberman, 1992: 16).

Research time

The time for carrying out this research is January 30 2023. At 13.00 WIB. And doing the research took about 3 hours.

Observation Location

This research was conducted by MAN 1 Langkat with the address Jl. Development N0.5, Pekubuan, Kec. Tj. Pura Langkat Regency, North Sumatra 20853

RESULTS AND DISCUSSION

Since distance learning was implemented during the current pandemic, it will of course make the teaching and learning atmosphere ineffective and inefficient. Not only that, the communication that will be built will certainly not be perfect, as a result it will also have an impact on students in their learning process. Those from PJJ also of course have difficulty understanding the material, and even the behavior of many students is not good.

We will of course return all of these impacts so that everything can be normal. At least direct face-to-face learning will be unmatched and replaceable. By communicating directly, a teacher can greet them, ask how they are, call them and say their names, as well as joke with them more closely to break the ice and build a strong emotional connection. With good communication with them, teachers will easily convey learning material.

The first aspect that must be prepared for New Normal Era learning is the readiness of infrastructure, online learning methods require facilities and infrastructure, namely gedged/laptops, internet connections, lesson plans, while offline learning methods require infrastructure such as television/radio, electricity connections, independent learning modules. and worksheets, and lesson plans, for this the school must prepare and record how many students and teachers have prepared these suggestions and infrastructure.

The second aspect is mapping teacher competency in using ICT. The technology used is usually Zoom, Google Classroom, Google Drive, and other technologies. For this reason, mapping is carried out on the number of teachers who are unable, somewhat capable, and able to use this technology. The third aspect is learning planning. Learning design in the New Normal Era can use blended learning (combination learning).

Discussion

Based on the results of observations, documentation and interviews in research related to Teacher Performance Management Analysis in Increasing Student Motivation of MAN I Langkat Students: In the New Nirmal Era, it can be concluded as follows:

Analysis of the implementation of MAN I Langkat Teacher Performance in the New Normal Era

The performance of Madrasah education teachers, and apart from lesson planning, learning implementation and evaluation/assessment are also inseparable from the three domains that a Madrasah education teacher must have, and these include cognitive,

affective and psychomotor. Teacher performance that influences student learning motivation is teacher performance in the classroom. Increasing the quality of learning will be able to improve student learning outcomes. This can be understood because teachers who have good performance in class will be able to explain lessons well, be able to foster students' learning motivation well, be able to use learning media well, be able to guide and direct students in learning so that students will have enthusiasm for learning, be happy with the learning activities that follow, and find it easy to understand the material presented by the teacher. In the performance of MAN I Langkat teachers try to approach dialogue or consultation for students who want to talk about personal problems and teachers try to provide examples and motivation.

Teacher Performance Strategies in Student Learning Motivation

The teacher's efforts to provide motivational strategies at MAN which have been carried out by Mrs. Ummul Hasanah are by providing motivational strategies that do not make students feel bored with teaching and learning activities, namely by: a. Show videos related to the material the teacher has provided. b. Next, the teacher asks students to try to relate the material to everyday life. c. In providing knowledge, the teacher asks them to compare the lesson with their daily life.

It turns out that even though I have studied back to manual face-to-face, but the process carried out during online learning from home has influenced students' interest when studying again after the new normal period. Studying during the new normal period has caused students' interest in learning to decrease. "Students' interest while studying again during the new normal period has decreased slightly, now children are less focused on studying, perhaps because of the influence of cellphones, so in their minds they only have to play games on their cellphones."

In the world of education, classroom learning is a basic factor in nurturing, developing and teaching students. During the learning process, teachers will definitely face various kinds of problems that occur. These problems can be a factor inhibiting learning, so that students are uncomfortable in class and do not understand what the teacher is saying. This of course will be a failure in learning activities. Therefore, to achieve success in classroom learning, teachers must be able to overcome problems that may occur.

On This finding shows that there are several factors that inhibit learning in the classroom. to be able to understand what factors hinder the learning process in the New Normal era. By recognizing these factors, teachers can classify problems that occur in classroom learning. Inhibiting factors at MAN I Langkat include internal and external factors. The following is an explanation of internal and external factors:

Internal factors are factors related to the physical and psychological condition of students. Problems that may occur in the physical condition of students are illness. However, various kinds of conditions can occur for psychological conditions, such as:

Student Attitudes. The next factor is attitude, attitude is a reaction or response to objects, people, goods, etc., both positively and negatively. In this factor, teachers can see problems that occur based on students' responses in the classroom. One of the internal factors in this research is first Student Interest. The interest factor is a factor that is related to a tendency or great desire for something. The interest factor is closely influenced by students' curiosity. If students are not interested in the learning process that is being carried out, students tend to take it for granted and even become busy with their own activities. This can happen due to a habit that has been carried out during the pandemic, up to the new normal era, things like this create an obstacle to learning. . Second, Student Motivation Motivational factors are factors related to internal conditions that encourage them to do something. Students who do not have motivation will tend to be lazy in doing anything. It can be said that motivation factors are basic factors that influence students' attitudes and interest in learning. This can happen due to a habit that has been carried out during the pandemic, up to the new normal era, things like this create an obstacle to learning. . Second, Student Motivation Motivational factors are factors related to internal conditions that encourage them to do something. Students who do not have motivation will tend to be lazy in doing anything. It can be said that motivation factors are basic factors that influence students' attitudes and interest in learning. This can happen due to a habit that has been carried out during the pandemic, up to the new normal era, things like this create an obstacle to learning. . Second, Student Motivation Motivational factors are factors related to internal conditions that encourage them to do something. Students who do not have motivation will tend to be lazy in doing anything. It can be said that motivation factors are basic factors that influence students' attitudes and interest in learning. Students who do not have motivation will tend to be lazy in doing anything. It can be said that motivation factors are basic factors that influence students' attitudes and interest in learning. Students who do not have motivation will tend to be lazy in doing anything. It can be said that motivation factors are basic factors that influence students' attitudes and interest in learning. Students who do not have motivation will tend to be lazy in doing anything. It can be said that motivation factors are basic factors that influence students' attitudes and interest in learning.

CONCLUSION

External factors that become obstacles in this research are factors related to environmental conditions that do not support students' learning activities. External factors can be: Family Factors: Family factors can also influence students' learning processes. Disharmonious relationship with parents, or between parents, and family economic problems can also affect student learning achievement. Environmental Factors: Environmental factors are also factors inhibiting student learning achievement. Environmental factors include friends and the environment around the house. Environmental factors greatly influence students' lives, for example: if their friends are

diligent children, these students will also be infected by their friends, and vice versa.

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