

Effect of Moral Work, the Teaching Profession and Character Education in Shaping the Character of the Students at SMAN9Manado

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Abstract: *The problems that occurred in SMAN 9 Manado that the way teachers work has not shown that the maximum performance due to lack of awareness and discipline in the execution of duties as a professional teacher. Similarly, they found the study of students at SMAN 9 Manado low level of absorbency. Objective research is to determine whether there is influence morale, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado The samples used were 45 respondents and data analysis techniques by using Karl Pearson correlation product moment.*

Results of research on the relationship variables X and Y are the relationship working moral Influence, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado result means 0.974 classified as very strong relationship. To determine the magnitude of the power of determination working moral relationship influence, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado result is 95% and the remaining 5% is influenced by other factors not examined by the author. To test the significance of the formula t count by rule of testing: the result is 8.834 and the equation t table is 1.671. $t \text{ count} > t \text{ table}$ or $8.834 > 1.671$. In conclusion morale effect relationship, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado results are significant.

Keyword: *Moral work, teaching profession, character education, character Forming students*

I. Antecedent

Reasoning Of Writing

In order to achieve the goal of education is needed for the development of education towards a just and prosperous society. In the development of education no impact or negative impact posited which is a problem in improving the morale and the teaching profession in order to improve the quality of education and shape the character of the students. Thus the character formation of students is often positively or negatively. Therefore the negative need to be tackled together of parents, governments and communities to shape the character of good students. The problems that occurred in SMAN 9 Manado that the way teachers work has not shown that the maximum performance due to lack of awareness and discipline in the execution of duties as a professional teacher. Similarly, they found the study of students at SMAN 9 Manado low level of absorbency. Therefore it is necessary motivation for teachers who are less eager to have a creative attitude in carrying out the duties carried in order to establish the character of the students.

Thus, character education can be integrated in the learning in each subject. Learning materials related to norms or values on each subject needs to be developed, with the context of everyday life. Thus, learning the values of character not only on the cognitive level, but touched on the internalization and practice in the life of students everyday in the family and society. Character formation of students is not solely will be the task of a teacher at the school but also within the family and society. Each student can spend time to move not only in school, but can be implemented also in the home and in the community. Therefore formal education in schools, where the teacher as a person who has a very important role in shaping the character of students. Through the character values are courage, honesty, respect for others, and discipline. Thus, each student will be able to increase the degree of character and dignity of the nation. Furthermore, character education in schools is related to the management or the management of the school. Management question is how character education is planned, implemented and controlled in educational activities in schools optimally. Management include, among others, the values need to be instilled, curriculum, teaching, assessment, teachers and education personnel, and other related components.

Thus, the school management is one of the effective medium in character education in school. The character education aims to improve the quality of the implementation and results of school education that leads to the achievement of the formation of character and noble character of learners as a whole, integrated, and balanced, appropriate competency standards. Through character education learner students are expected to be able to independently increase and using the knowledge, study and internalize and personalize the values of character and noble character so manifest in everyday behavior. In forming the character can not be simply by

giving advice, orders, or instructions, but be exemplary models, patience, habituation, and repetition. Therefore every teacher should have a professional to increase knowledge, skills and attitude skills value according to the times. In line with this Paul Lengrand said that: "people who do not follow the current developments, it is his fate be left behind and do not worry about that this rule applies only to the scholar technology high level". Thus every teacher as an educator implement character education in order to carry out the duties and functions and responsibilities well. Therefore, according to J. Turang (1980: 86) says: "Improved quality of education that runs from the teachers along with the students is determined by a learning system" (1980, p 86). So it is clear that in order to improve the quality of education, the teacher is one of the components that determine the system of education and learning activities teaching through characters can shape the character of students. Based on the basic thoughts that have been described above, the authors chose the title of this study as follows: Effect of Moral work, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado.

Formulation of the problem

Is there a Moral Influence of work, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado?

II. Book Review

Moral Work

The main task of the teacher is to educate and teach children. In carrying out this task, a teacher dealing with a variety of things such as: curriculum, teaching methods, learning tools, school supplies, finance, students, parents, fellow teachers, principals, supervisors, professional organizations education, other community leaders where the teacher works. Kimball Wiles (1961) states that: "The moral of a person's emotional and mental reactions to his work. Therefore, it can be interpreted as an act of moral activities a teacher in job duties did well when he had the spirit and high morale that done effectively, efficiently and productivity. Thus every action that faced with a task of the job is always something to do with the morale factor, This is clearly nothing to do with work skills morale factor will be able to determine the efficiency, effectiveness and productivity of a job.

In line with the opinion Ametembun NA (1975) says that: "Scientific management theory that there is a close relationship between the other:

- Working conditions are pleasant
- Incentives salary
- The work of employees

These factors are often required employees to:

- Salary increases
- Improved working conditions

Profession Teacher

Teachers in daily life is inseparable from the various demands to get a normal life in any social environment in general and the work environment in particular. J. Turang (1980: 111) in his dissertation, says that: "the effect of educational development projects can accelerate the modernization of the teachers in the form of a change of attitude, future orientation, change behavior and others, but it is manifested in the work of teaching or not necessarily materialize modernization performance teachers in teaching work. "Professional teachers as educators, progress in the field of education as well as the changes and innovations in the education system such as the fields of curriculum, teaching tools and recommendations to improve the quality of education requires a fact that according to the existing conditions, in the process of implementation, it is faced with the problem of teachers and education personnel who constitute a crucial fact. "Competence demonstrated in the ability to implement something that is acquired through education or training. In connection with academic staff competence showed acts that are rational and meet certain specifications in the implementation of the tasks of education "(Consortium director general of the important Ministry of Education and Culture: 1980.6). The term competency is used in two contexts, namely:

1. As an (indicator) showing the ability to act could be observed.
2. As a concept which includes aspects of cognitive, affective and acts as well as the stages of implementation as a whole.

Increased professional competencies required for education personnel can be viewed from two aspects, namely:

1. Profile of competence refers to the various aspects of an individual's competence education professionals.
2. The spectrum of competence pointed qualitative and quantitative variation.

The device competencies possessed by corps personnel required to operate the education and development of the education system. Furthermore, it is said that on the professional competence of teachers as

basic competence profile of teachers, then in the system of education personnel changes clarified the 10 capabilities, namely:

1. The ability to master the material
2. The ability to program managers learning
3. The ability of managing class
4. The ability of the media / sources
5. The ability to master the foundations of an education
6. The ability to manage teaching and learning interactions
7. The ability to assess student achievement for teacher education
8. Regarding the functions and program guidance and counseling services
9. The ability of the school administration and organize
10. The ability to understand the principles and interprets the results of educational research in order to expand the teaching (1980, lamp 1, p 37).

As a result of the educational background of the teacher educators last time, the quality of adult education personnel is responsible for the implementation of national education can vary and need a personality that teachers are better able to work tasks profession.

Character Education

Hornby and Parnwell (1972: 49), the characters literally means "mental or moral quality, moral strength, the name or reputation. In line with the opinion of character configuration in the context of the totality of the psychological and socio-cultural processes are grouped into: (1) if the liver (spiritual and emotional development) as honest and responsible, (2) if the thought (intellectual development) means intelligent, (3) if sports and kinesthetic (physical and kinesthetic development such as clean, healthy and attractive (4) if the feeling and intention (affective and creativity as caring and creative local development (Sudrajat, 2011). In line with the opinion of M. Furqan Hidayatullah (2010: 13), character is the quality or mental or moral strength, morals or manners of individuals who constitute a special personality that drives or drive, and that differentiates it from other individuals. A person can be said to be characterized when the person has successfully absorbed the desired values and beliefs of society and is used as a moral force in his life. Character education is comprehensively not only form the students become intelligent and good person, but also to mold them into actors for change in his own life, which eventually will donate a change in the social order of society becomes more just, kind and humane. [Www.pendidikankarakter.org] character education developed by the Ministry of National Education (2010) that the psychological and socio-cultural character formation in the individual is a function of the whole human potential which includes cognitive, affective, conative, and psychomotor in the context of socio-cultural interaction (family, school, and community). Agustian (2007) adds that teachers / educators need to train and shape the character of students through repetition resulting in internalization of the character, for example, invite students performing prayers consistent. In character education in schools, all components (stakeholders) should be involved, including educational components itself, namely the content of the curriculum, learning and assessment, quality of relationships, handling or management subjects, the school management, the implementation of activities, empowering infrastructure, financing, and the work ethic of all citizens and school environment. Based on the moral issues of work and the teaching profession as well as character education teacher is still a point problem that is always in the spotlight. The teaching profession can be underlined in the success of the tasks of education and teaching done by different parties is the impact of educational outcomes in which the teachers play a role.

Character formation of students

Character formation of students can not be done in an instant by providing advice, orders, or instructions, but more than that. Therefore, in shaping the character of the students need role models / role models, patience, habituation, and repetition. Ratna Megawangi revealed there were nine pillars of character that must be grown in students:

1. Love to Allah, with all creation
2. Independence and responsibility
3. Honesty, thoughtful
4. Respectfully, politely
5. Generous, helpful, mutual cooperation
6. Confident, creative, hard-working
7. Leadership, fairness
8. Well, humble
9. Tolerance, Peace, unity

The nine pillars of character need to be taught by using the method of knowing the good, the good feeling, and acting the good. Knowing the good is as easily taught because knowledge is cognitive. After knowing the good must be grown feeling loving the good, namely how to feel and love of virtue into the engine is always working to get people to always do something good. People want to do the behavior of virtue because she was in love with the virtue behavior. Once accustomed to doing good acting the good turn into a habit. (Ratna Megawangi, Pioneer Character-based Holistic Education in the Sky Woman).

In the law number 20 of 2003 on National Education System states that the National Education National Education serves to develop the ability and character development and a dignified civilization in order to educate the nation, aimed at developing students' potentials in order to become a man of faith and fear of God Almighty, morals noble, healthy, knowledgeable, capable, creative, independent, and become citizens of a democratic and responsible. According to Ratna Megawangi, founder of Indonesia Heritage Foundation, there are three stages of the formation of character, namely:

1. **Knowing Moral:** hang properly on the child about the meaning of kindness. Why should behave well. For what good behavior. And what the benefits are well behaved.
2. **Moral Feeling:** Building love good behavior in children, which will be a source of energy for well-behaved children. Shaping character is to grow them.
3. **Moral Action:** How to make moral knowledge into action. Moral action is the outcome of the two previous stages and must be repeated in order to become moral behavior.

Through these three stages, the process of forming the character will become more pervasive and students will do well because of the internal drive in itself. In the course of the learning process, forming student character can be started from the manufacture of learning implementation plan (RPP). Characters that will be developed can be written explicitly in the RPP. Thus, in any learning activities teachers need to set the character to be developed in accordance with the materials, methods, and learning strategies. When the teacher wants to strengthen the character of the cooperation, time discipline, courage, and confidence, then teachers need to provide activities in the learning process everyday.

Imam Slamet Santoso (1981: 33), the purpose of every education is to develop self-esteem pure solid, strong in spirit students, so that later they can survive in society. Disclosed is also that of education in charge of developing the potential of individuals as much as possible within the limits of its ability, thus forming a clever man, skilled, honest, know the capabilities and limits of his ability, and have self-respect. Furthermore Furqan (2010: 18) says that education is not enough just to make children smarter, but also must be able to create the noble values or character. According to several studies conducted in the United States, a person's character affects a person's success. Therefore, according to Thomas Lickona without these three aspects of character education will not be effective and its implementation must be done in a systematic and sustainable. With character education, a child will be emotionally intelligent. Emotional intelligence is the most important provision in preparing children to meet the future, because with it one can succeed in the face all kinds of challenges, including the challenge to succeed academically.

Megawangi Ratna (2008) in his book *All Rooted In* character exemplifies how the success of China in implementing character education since the early late 1980s.

Hypothesis

From the description above, this study with the hypothesis that: H₀, there Moral influence labor relations, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado.

H₁, there are no moral influence labor relations, the teaching profession and character education in shaping the character of students in high school 9 Manado

H₁ : $r \neq 0$

H₀ : $r = 0$

III. Purpose And Research Benefit

Purpose of research

1. To find out whether there moral influence of work, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado.
2. To find out how much the coefficient determinant moral influence of work, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado.

Research Benefit

To provide feedback on the effect of morale and character education teacher profession in shaping the character of the students at SMAN 9 Manado.

IV. Research Methods

Research Methods

The research method used in connection with this problem is quantitative method with the deductive approach. This method is intended to examine the intensity of the relationship between variables examined.

Population and Sample

The population used in this study are for class 1 and class II SMA 9 Manado. Samples that are used in this research is purposive sampling and the sampling area. And to achieve results representative (to represent) the existing population. The researchers have determined the location and number of respondents as the study sample 45 respondents.

Research Variables

The variable x is

X1 Moral work

X2 Teaching profession Education

X3 characters

Variabel Y Shaping the character of students

Operational definitions

Morale is a person's emotional and mental reaction to his work. Therefore, it can be interpreted as an act of moral activities a teacher in job duties did well when he had the spirit and high morale that done effectively, efficiently and productivity.

Professional teachers as educators, progress in the field of education as well as the changes and innovations in the education systems such as the field of curriculum, teaching tools and recommendation to improve the quality of education requires a fact that according to the existing conditions.

Character education within the individual is a function of the whole human potential which includes cognitive, affective, conative, and psychomotor in the context of socio-cultural interaction. Forming students require exemplary character/role models, patience, habituation, and repetition. Ratna Megawangi revealed there were nine pillars of character that must be grown in students.

Data Collection Techniques

The technique is used in the collection of data and information in this study using the following techniques: Observation, Interview, Questionnaire, and Literature.

Data Analysis Techniques

In the data management authors conducted checks in advance on the answers given by each respondent. Then the data is tabulated into a table to make it easier to analyze data by correlation analysis product moment.

V. Result And Solution

Result of Research

Results of research on the influence of moral work, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado using the techniques of data collection through the circulation questioner to 45 respondents have followed the steps that should be done by a researcher so that research results can be considered representative. Results of this study collected and be checked. Then tabulated the results are note:

$$x = 889; \quad y = 984; \quad y^2 = 20,581; \quad x^2 = 24,926; \quad xy = 22,563; \quad n = 45$$

Product Moment Correlation formula:

$$r_{xy} = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{n \left\{ (\sum X^2) - (\sum X)^2 \right\} \left\{ (n \sum Y^2) - (\sum Y)^2 \right\}}}$$
$$r_{xy} = \frac{45 \times 22,563 - (889 \times 984)}{\sqrt{45 \times 20,581 - (889)^2 \quad (45 \times 24,926) - (984)^2}} = 0.974$$

To know rxy or correlation between variables x and Y result is 0.974. Thus the moral influence of the working relationship, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado result means 0.974 classified as very strong relationship. (According to table 2 correlation values of r)

Table 2. Interpretation of Correlation Coefficient r Value

Interval coefficient	: relationship level
0.80 – 11.00	: very strong

To determine the amount of power that is the symbol of determination r^2 is
 $r^2 = rxy \times rxy \times 100 \% \quad r = 0.974 \times 0.974 \times 100 \% = 95 \%$

To determine the magnitude of the power of determination Moral Influence working relationship influence, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado result is 95% and the remaining 5% is influenced by other factors not examined by the author. This means that the working relationship Moral Influence, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado by 95% and the remaining 5% is determined by other variables not examined by the authors. To test the significance of the formula t:

$$t \text{ count} = \frac{r \sqrt{n-2}}{\sqrt{1-r^2}} = \frac{0.974 \sqrt{45-2}}{\sqrt{1-0.974^2}} = \frac{4.53379063}{0.051324} = 8.83366579$$

Rule of testing:

If t arithmetic \geq t table, then significant

If t arithmetic \leq t table, then it is not significant

Based on the above calculation, with less error rate provisions of a =0,05. Db =n-2 =45-2=43 thus obtained t table = 1.671. Turns t count >t table or 8.834> 1.671. Conclusions: The correlation variable X with Y or Moral Influence relationship work, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado result is a significant.

Solution

Based on the results of research and relationship variables X and Y according hypothesis states that (H1) there is a moral influence labor relations, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado result means 0.974 classified as very strong relationship. To determine the amount of power that is the symbol of determination r^2 is: $r^2 = rxy \times rxy \times 100 \%$, $r = 0.974 \times 0.974 \times 100 \% = 95 \%$. Thus the result of the magnitude of the power of determination Moral Influence working relationship influence, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado result is 95% and the remaining 5% is influenced by other factors not examined by the author.

Furthermore, to test the significance of the t with testing rules: ie If t arithmetic \geq t table, then significant, according to the results of calculation turned out t count the result is 8.834 and the corresponding results of the equation t table is 1.671. Turns t count >t table or 8.834> 1.671. In conclusion correlation variable X with Y or Moral Influence of labor relations, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado is a significant result. Therefore, efforts moral character of the teaching profession and teacher education so as to support the establishment of students character because ultimately can affect school productivity improvement. Thus, education is a prerequisite for the teachers who are entrusted to be educators in the school SMAN 9 Manado can be assumed to have had the knowledge and ability sufficient for the execution of his duties form the character of a good student.

VI. Conclusions And Recommendations

Conclusions

- Relationships variables X and Y are the Moral Influence relationship work, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado result is 0.974 means a very strong relationship.
- To determine the magnitude of the power of determination Moral Influence working relationship influence, the teaching profession and character education in shaping the character of the students at SMAN 9 Manado result is 95% and the remaining 5% is influenced by other factors not examined by the author.
- To test the significance of t count with the rules of testing: the result is 8.834 and the results of calculation t table is 1.671. Turns t count >t table or 8.834>1.671. In conclusion Moral influence labor relations, the teaching

profession and character education in shaping the character of the students at SMAN 9 Manado results are significant.

Recommendations

1. To increase the productivity of education, the school principal as a motivator should be more attention to teachers, mobilize and encourage more passionate and creative in carrying out its work.
2. The need for each teacher to have a business morale, character education and the teaching profession in order to form the character of a good student.
3. The head of school as a motivator that determine the success of the work / teach teachers, need to broaden their knowledge and skills, especially in the function as a motivator.

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