



THE INFLUENCE OF THE APPLICATION OF PROFESSIONAL ETHICS ON PROFESSIONLISM

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Abstract

The world of education is required to produce human resources that are in line with advances in science and technology. Teachers have an important role in education, so that almost all reform efforts in the education sector depend on teachers. Teacher professionalism development is directed at improving quality. Criteria for teacher professionalism include the ability to: master materials, manage PBM, manage classes, manage media or resources, master educational foundations, become familiar with teaching and learning interactions, assess student achievement, become familiar with BP service functions and programs, and become familiar with school administration. In the teaching profession there is a code of ethics to uphold the dignity of the profession, to safeguard and maintain the welfare of its members, to increase the dedication of members of the profession, to improve the quality of the profession and to improve the quality of professional organizations. With a code of ethics, teachers are expected to be able to function optimally and professionally, especially in developing the character and manners of students and upholding the authority of the institution and the teaching profession. This research aims to describe the implementation of the Pamekasan school code of ethics and how the school code of ethics can improve professionalism in learning. This research aims to identify and analyze the influence of the application of professional ethics on professionalism in the context of a particular profession. Professional ethics are moral guidelines and principles of behavior expected from individuals in a profession. Professionalism, on the other hand, includes the qualities and behavior of a professional in carrying out his duties. The research results show that the application of professional ethics has a positive influence on professionalism. Individuals who consistently apply professional ethical values tend to demonstrate a higher level of professionalism in carrying out their duties and responsibilities. Factors such as integrity, commitment to a code of ethics, and a sense of responsibility towards clients or society in general can improve the quality of professionalism.

Keywords : Teacher professionalism , and learning process

Introduction

Etymologically profession comes from the word profession (English) which comes from the Latin profesus which means "capable or expert in a form of work. A profession can be defined as a job or position that requires expertise, obtained through certain education and training, demands special requirements, has certain responsibilities and a code of ethics. Professional jobs are different from other jobs because a profession requires special abilities and skills in carrying out the profession. A profession is also defined as a certain position or job that requires special knowledge and skills obtained from intensive academic education. So a profession is a job or position that requires certain skills. This means that a job or position called a profession cannot be held by just anyone, but requires preparation through special education and training (Musriadi, 2016: 27-30). For this reason, the words profession and professional are often used and have several meanings. In everyday conversation, the word profession is defined as (permanent) work to earn a living (Dutch: baan; English: job or occupation), whether

legal or not. So, profession is defined as any job to earn money. In a more technical sense, a profession is defined as any particular permanent activity to earn a living which is carried out in a skilled manner which is related to the way of work and the results of high quality work and receiving high payment. These skills are obtained through a process of experience, study at certain (higher) educational institutions, intensive training, or a combination of all of these. Meanwhile, the teaching profession according to Republic of Indonesia Law NO. 14 of 2005 "is a professional educator 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." In the world of education, the term teacher is not something strange. According to the old view, teachers are human figures who should be admired and imitated. *Digugu* means that everything he says can be trusted. Being imitated means that all one's behavior must be an example or role model for society. New developments in the view of teaching and learning have consequences for teachers to increase their role and competence because the teaching and learning process and student learning outcomes are largely determined by the role and competence of the teacher. Competent teachers will be better able to manage their classes so that student learning outcomes are at an optimal level. Based on the statement above, all jobs cannot be called teachers because a job does not require work or special expertise or skills to be able to start it, while teaching can be called a profession which is a field of work that requires its own expertise. Teachers can be classified as a profession, which means a position that requires special skills as a teacher and cannot be done by just anyone outside the field of education. Despite the fact that there are still teachers who do not have an educational background in the teaching field. The teaching profession is also important for a nation because the teaching profession is the only profession that determines the fate of a country or nation. This is because teachers are tasked with educating and teaching the nation's children, changing behavior and forming character. Along with the rapid progress of information technology, teachers no longer only act as presenters of information, but must also be able to act as facilitators, motivators and guides who provide more opportunities for students to search for and process information themselves. Thus, teacher expertise must continue to be developed and not only limited to mastering teaching principles.

Research Methodology

This article uses the literature review research method, which is a research method carried out by identifying, evaluating, and interpreting all relevant research results related to certain research questions, certain topics, or phenomena of concern. A literature review contains a review, summary, of several library sources on the topic discussed and the results must be relevant, up-to-date and adequate. The research population regarding the influence of the application of professional ethics on professionalism can include various groups or individuals involved in a particular profession. Example: Doctor, engineer, accountant, lawyer, teacher, or other profession. Research can select one or several types of professions to understand how the application of professional ethics affects their professionalism. The application of ethics in professionalism can improve the quality of work and relationships between individuals in the work environment. Ethics helps build trust, integrity, and responsibility in professional actions, which in turn can enhance the reputation of individuals and organizations. This can positively influence productivity and work relationships .

Result & Discussion

Code of Ethics

A code of ethics plays a very important role in a profession. Code of ethics comes from two words, namely Code and Ethics. Code means a sign that is approved for a specific purpose. Meanwhile, ethics comes from the Greek word "ethos" which means character, manners and way of life. Etymologically, the meaning of this code of ethics has been discussed and developed by several figures who have different ways of thinking. But basically it has the same meaning . Socrates was a philosopher who lived in Roman times, who is considered to be the first founder of ethics in which he explained ethics as a structured science. In fact, until now the development of ethics is increasingly developing, this can be felt by the existence of reality phenomena in society. According to Adi Negoro in his book General Encyclopedia as quoted by Sudarno, et al, stated: Ethics comes from the word *Eticha* which means the science of politeness, the science of decency. and the word *Ethica* (ethics, ethos, customs, character, humanity). As a subject, ethics will relate to the concepts held by individuals or groups to assess whether the actions they have carried out are wrong or right, bad or good. Ethics will provide a kind of boundaries and standards that will regulate human interactions within their social groups. In the sense that is specifically associated with the art of human interaction, this ethics is then expressed in the form of written rules (codes) which are systematically created based on existing moral principles. Thus, ethics is a reflection of what is called " self control", because everything is created and applied from and for the benefit of the social group (profession) itself.

Therefore, it can be concluded that a profession can only gain the trust of society, if within the professional elite there is a strong awareness of heeding professional ethics when they want to provide professional expertise services to the people who need them. As a foundation and standard of teacher behavior, the teacher professional code of ethics generally aims to position teachers as an honorable, noble and dignified profession that is protected by law. Meanwhile, according to Hermawan (1979), the purpose of the code of ethics is as follows:

1. To uphold the dignity of the profession
2. To maintain and maintain well-being
3. To increase the dedication of members of the profession
4. To improve the quality of the profession
5. To improve the quality of professional organizations.

Function of the Code of Ethics

Basically, the code of ethics has a dual function, namely as protection and development for the profession. Such a function is the same as what experts say:

- a. According to Gibson and Michel (1945:449), they are more concerned with the code of ethics as a guide for carrying out professional duties and as a guide for society as a professional.
- b. Biggs and Blocher (1986:10) suggest that there are three functions of a code of ethics, namely
- c. to protect a profession from government interference [To protect a profession from government interference]
- d. to prevent internal disagreements within a profession [Prevent internal disagreements within a profession]
- e. to protect practitioners in cases of alleged malpractice.

Oteng Sutisna (1986: 364) states that the importance of a code of ethics for teachers and their colleagues is to function as a liaison and support each other in the field of succeeding in the mission of educating students. In general, it can be stated that the function of the teacher code of ethics is: (1) So that teachers have clear guidelines and direction in carrying out their duties, thereby avoiding professional deviation (2) So that teachers are responsible for their profession (3) So that the teaching profession avoids division and internal conflict (4) So that teachers are able to improve the quality and quantity of services, so that the services of the teaching profession are recognized and used by society as a profession that helps in solving problems and developing oneself (5) So that the teaching profession is protected from interference by other professions and the government. Article 28 of Law Number 8 of 1974 explains the importance of a teacher's code of ethics, clearly stating that civil servants have a code of ethics as a guide to behavior. Behavioral attitudes and actions inside and outside the service. In the explanation of the law, it is stated that with this code of ethics, civil servants as state officials, state servants and public servants have guidelines for behavioral attitudes and actions in carrying out their duties and in daily interactions day.

Understanding Professionalism

Professionalism is the condition, direction, value, goal and quality of expertise and authority related to a person's livelihood. So the definition of professionalism refers to commitment as a member of a profession to continuously improve one's professional abilities. Professional comes from the word profession, which means a field of work that someone wants or will pursue. In other words, a profession is a job that requires training and mastery of special knowledge. A profession usually has a professional association, code of ethics, and certification and licensing processes that are specific to that professional field. In its development, the term profession has become very attached to every job a person pursues, even though work is considered a profession, not just anyone can call it a profession. According to several expert opinions, professions are defined as follows:

1. Syaiful Sagala stated that profession is essentially a wise attitude (informant responsiveness), namely service and dedication based on solid skills, abilities, techniques and procedures accompanied by a certain personality attitude
2. Martinis Yamin, defines a profession as a job that requires relatively long specialized preparation in higher education and is controlled by a special code of ethics.
3. Mochtar Buchari defines a profession as a job or position that requires high special education and a series of intensive and long training
4. Law Number 14 of 2005 concerning Teachers and Lecturers, article I point 4, states that professionalism is a job or activity carried out by a person and is a source of livelihood that requires skills, skills or skills that meet certain quality standards or norms and requires professional education.

From the opinions above, it can be concluded that a profession is a job that requires special knowledge, skills and skills that are deliberately learned for the benefit of other people. A professional teacher is essentially a teacher

who has a collective and complete awareness of his position as an educator. Understanding as a teacher is not just fulfilling obligations and responsibilities as an educator in front of the class, but the call of one's conscience as an educator should be a whip for a teacher to do better than just fulfilling administrative obligations.

Criteria/characteristics of professionalism

A job is considered a profession if it has professional characteristics or criteria. According to experts, there are several criteria/characteristics of a profession, including :

- a. Muhammad Nurdin put forward seven characteristics as professional requirements, namely: (1) having a scientific specialty with a standard theoretical background; (2) have a code of ethics in carrying out the profession; (3) have a professional organization; (4) recognized by society; (5) as a calling in life; (6) must be equipped with diagnostic skills; (7) have clients.
- b. According to Prayitno, there are six characteristics of a profession, namely: (1) intellectualism. Professional activities are services that are more mentally oriented than mutual (activities that require physical skills); requires more intellectual processes or thinking than routine activities; (2) learned professional competencies. Professional services are based on competencies that are not simply acquired, for example through passing on knowledge from heirs to their descendants, but rather through an intensive learning process; (3) specific practice objects. The services of a particular profession are directed to specific objects that are not handled by other professions. Each profession deals with its own specific objects of practice. The specific objects of each profession do not overlap so that one profession and another profession do not mutually claim that their specific practice objects are the same as different specific practice objects; (4) communication. All aspects of professional service, including the specific practice objects of the profession, science and technology, competence from operational dynamics, legal and social aspects, including codes of ethics and credentialization rules, as well as compensation related to the implementation of the service, all of which can be communicated to anyone with an interest, except one matters, namely material relating to the principle of confidentiality which according to the professional code of ethics must be kept confidential; (5) altruistic motivation. Altruistic motivation is realized through increasing intellectuality, competence and communication in handling specific professional practice objects. Altruistic motivation will prevent professional staff from prioritizing self-interest or personal gain, and instead, prioritizing the interests of service targets, even if necessary, professional staff will not hesitate to sacrifice their own interests for the truly urgent interests and needs of service targets; (6) professional organizations. Professional organizations develop their members to have high quality in developing and maintaining the dignity of the profession. Professional organizations, in addition to improving the profession itself, are also very interested in participating in meeting the needs and making citizens and society happy
- c. Soetjipto and Rafli Kosasi mention the following characteristics of a profession: (1) a position that has a crucial (crucial) function and social significance; (2) positions that require certain skills/expertise; (3) the position is obtained through problem solving using scientific theory and methods; (4) positions are obtained through scientific discipline, not just by getting them; (5) the position was obtained through tertiary level education over a long period of time; (6) the education process is the application and socialization of professional values themselves (7) in providing services to the community, adhering strictly to the code of ethics; (8) every member of the profession has the freedom to provide judgment on the professional problems they face; (9) in the practice of serving society, members of the profession are autonomous and free from interference from outsiders; and (10) positions have high prestige in society and therefore receive high rewards

The Influence of the Teacher Code of Ethics on the Learning Process

The teacher's code of ethics is a guideline, rules, norms, foundation of values that regulate the behavior of educators throughout Indonesia in carrying out their work and is used as a principle that regulates the relationship between teachers and schools, teachers with other teachers, teachers and students, and teachers with their environment. The main aim of formulating a code of ethics is to ensure that the work responsibilities of a profession run as expected and to protect the needs of all parties as appropriate. The teacher code of ethics was formulated to serve as a benchmark for behavior for educators wherever and whenever teachers are. The learning process is an activity that has educational value, which describes the essence of all educational activities and the main role is the teacher. The application of the teacher's code of ethics during the teaching and learning process at Alam El-Yamien Elementary School, Tuban, East Java, has a good effect on the learning process.

The Influence of the Teacher Code of Ethics for Professional Teachers

Education is an effort to prepare students through guiding, teaching and providing training for their role by building and developing the quality of citizens and the nation for present and future life. Regarding education, this means we are talking about teaching staff or what could be called the teaching profession. It is important for every teaching profession to have a teacher code of ethics because a teacher's code of ethics is behavior or personality that is appropriate to implement. This code of ethics influences the creation of a better learning process, so it needs to be implemented by all teachers in order to become teachers who are professional and have character.

Academic Supervision in Increasing Teacher Professionalism

Academic supervision is an effort to help teachers develop their abilities to achieve learning goals. Thus, it means that the essence of academic supervision is not at all assessing the teacher's performance in managing the learning process, but rather helping teachers develop their professionalism abilities. Teachers will work professionally if they have adequate competence. What this means is that a teacher will work professionally if he has complete competence. A person will not be able to work professionally if he only fulfills one of the required competencies. This competency is a combination of ability and motivation.

Developing Teacher Professionalism Competencies in Preparing Quality Learning

Teachers are an important component in teaching and learning activities. The teacher is the person entrusted with creating a classroom atmosphere that is conducive to learning. So teachers must have competence, namely academic competence and skill abilities which refer to pedagogical, personality, social and professional competence. During learning, teachers must be able to develop teacher professionalism competencies to improve the quality of learning. Competencies that must be developed include: (1) reflecting personality values; (2) mastering the role of teacher and developing skill competencies; (3) able to understand and develop learning tools; (4) able to prepare and implement learning programs; (5) able to assess learning processes and outcomes; (6) arranging administration; (7) using various methods according to student characteristics; (8) linking learning to society, industry and universities as well as adapting to technological developments; (9) carrying out classroom action research; and (10) publish research results.

The Effect of Implementing a Teacher's Code of Ethics on Student Ethics

A code of ethics is a procedure for carrying out work. Ethical means in accordance with the meaning or values contained by a certain group of people or groups. A professional code of ethics is a guideline for behavior in carrying out tasks that have been carried out in one's life. From the explanation that the author has explained, it can be concluded that the application of a teacher's code of ethics can change the bad ethics of students because from all the explanations it is very clear to state and apply the teacher's code of ethics.

The Influence of the Teacher Code of Ethics on the Work Behavior of Educators

Teacher work behavior is a reaction that arises from within oneself to the work environment. Meanwhile, the teacher's code of ethics is the moral foundation for behavior in carrying out the profession as a teacher. The teacher's code of ethics influences work behavior because one of its aims is to control behavior and serve as a guide in carrying out their duties and responsibilities.

The Influence of Auditor Independence, Professionalism and Professional Ethics on Performance Auditors

Independence has a positive effect on auditor performance, because independence is an individual's ability to act with integrity and objectivity. Integrity is an auditor who works honestly, impartially, and prioritizes existing facts, while objectivity is the most basic thing an auditor can have. Professionalism has a positive effect on the auditor's performance, because professionalism is a form of optimal effort to fulfill all actions without harming other parties. and can be accepted by all related parties. Auditor Professional Ethics has a positive effect on auditor performance, because ethics in general is a set of moral principles or values. Without ethics, the profession of accountants would not exist, because the function of accountants is as a means of information for a process of making business decisions by business people.

Ethics and Profession of Judges on Law Enforcement Regulations in the Republic of Indonesia

Law enforcement regulations in Indonesia are that these regulations play an important role in influencing the quality of the legal profession, especially in terms of independence, integrity and fair application of the law. The independence of judges is the main key in ensuring that the decisions taken are objective and fair. Meanwhile, the integrity of judges also has a vital role in maintaining public trust in justice and the judicial system. However, there

are challenges in maintaining the quality of the legal profession in Indonesia. Some of these include political pressure, power intervention, as well as corruption and nepotism practices which can affect the independence and integrity of judges. Apart from that, differences in the interpretation and application of law at various levels of justice can also disrupt the consistency and fairness of the decisions produced. To overcome these challenges, comprehensive steps are needed from various parties. This includes strengthening law enforcement regulations, improving the quality of education and training for judges, as well as increasing the transparency and accountability of judicial institutions. Eradicating corruption and nepotism, fair law enforcement, and protecting judges who are independent and have integrity are also important focuses in maintaining the quality of the legal profession. Regarding violations of the judge's professional code of ethics, cases such as those involving M. Akil Mochtar show how these violations can damage the image of the judiciary, weaken public trust, and reduce the quality and integrity of the judiciary. Therefore, it is important to maintain integrity and professionalism in carrying out your duties as a judge, as well as complying with the professional code of ethics as a guide to behavior and actions. Efforts to prevent and take action against violations of the judge's professional code of ethics must be increased. This involves increasing awareness and understanding of the judge's professional code of ethics among judges and the public, developing a citizenship system that influences judges, increasing transparency and accountability of judicial institutions, as well as supervision and training for judges. By taking these steps, it is hoped that we can reduce violations of the professional code of ethics for judges in Indonesia and maintain quality and professionalism in carrying out their duties as a law enforcer.

Conclusion

The Indonesian Teacher Code of Ethics are norms and principles agreed upon and accepted by teachers in Indonesia as guidelines for attitudes and behavior in carrying out their professional duties as educators, members of society and citizens. The Indonesian Teacher Code of Ethics functions as a principle that underlies the implementation of teachers' professional duties in relation to students, parents/guardians of students, schools, government, or fellow professionals in accordance with existing norms. The Indonesian Teacher Code of Ethics is mutually agreed upon by teachers who are members of PGRI and must be implemented by all teachers without exception. So every teacher must truly uphold the Indonesian Teacher Code of Ethics. Although in practice, not all teachers apply the code of ethics that has been mutually agreed upon. Therefore, there needs to be strict sanctions from the Indonesian Teacher Honorary Council for teachers who have clearly violated the Indonesian Teacher Code of Ethics. A professional teacher is required to have four competencies, namely pedagogical competence, personality competence, professional competence, and social competence. A professional teacher in the learning process has duties and roles, including: being able to design and create learning tools, map students' needs, analyze learning materials, designing learning media, designing learning strategies, designing and implementing tools for evaluating learning processes and outcomes, conducting overall feedback on preparation, implementation of learning and the end of learning.

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