

THE EFFECT OF MGMP TRAINING ON ENGLISH TEACHERS PERFORMANCES

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Abstract

Subject Teacher Conference (MGMP) is a program initiated by the government to develop the professional development of subject teachers. MGMP is a forum for teachers to improve their abilities, broaden their knowledge, accommodate ideas and can be a place to accommodate problems faced by teachers. The aim of this research is to find out how the MGMP training program influences the performance of English teachers. This research uses quantitative methods using a sample of 30 English teachers in Cirebon district. The data collection technique is using a Google Form questionnaire which is shared via a link. The results obtained with the formula ($t \text{ test} > t \text{ table}$) = (11.301 > 2.048) indicate that the t test results are greater than the t table, meaning that H_a is accepted and H_0 is rejected. And the results of this research show that the MGMP program has an effect on the performance of English teachers with a percentage of 91.1%.

Keywords : Teacher Performance, MGMP, English Teacher

Introduction

Teacher professional development programs are currently in great demand by teachers, because education in Indonesia requires professional teachers who have skills in their fields. in accordance with Law of the Republic of Indonesia number 14 of 2005 which states: Namely to ensure the expansion and equalization of access, improvement of quality and relevance, as well as good governance and accountability of education that is able to face challenges in accordance with the demands of education. changes in local, national, and global life, it is necessary to empower and improve the quality of teachers and lecturers in a planned, directed, and sustainable manner. This law shows that the government needs a program that can support and train teachers to become good educators.

One way to continue to improve education in Indonesia to become quality education is to improve teacher performance. Teacher performance can be interpreted as a condition that shows the teacher's ability to carry out their duties and describes the actions displayed by the teacher during learning Pido, Mahmud, & Sudirman (2023), Many things and factors can affect teacher performance, one of which is participating in MGMP training. MGMP is one of the programs launched by the government to improve teacher performance. MGMP or abbreviation of subject teacher conference is a teacher professional development program for junior high school and senior high school teachers. Subject Teacher Conference discusses RPP preparation techniques, IT teacher training, and teacher problem solving Pambudi & Hermawati (2021), in this program teachers are trained in terms of knowledge and skills. In the MGMP program, teachers are not only trained to become professional educators but teachers can also share ideas and problems faced with other teachers. And usually in the discussion a way out and solution will be sought.

In this sophisticated era, teachers are required to keep up with the times, one of which is by teachers applying technology in daily learning. Teachers can use technology as innovation and creativity in delivering material to students (Santika, Charisma, & Sugesti, 2023). In this case, teachers must keep up with technological developments, one of which is by using power point, canva, google, youtube, wordwall, and applications that can support other learning. in learning that uses learning technology can be more interesting and can accustom students to adapting to technology. then the lack of teacher knowledge with updates to the world of education at this

time, such as teachers who do not understand the implementation of the independent curriculum which is the latest curriculum introduced by the government. then there are teachers who have difficulty dealing with the problem of students who are less interested in learning, and other problems.

From the problems above, the government created a training program for teacher professional development, namely the MGMP Program. MGMP as a forum or association of teachers has a strategic role in improving and strengthening teacher competence through discussion and training (Munajat, Wasliman, Suhendraya Muchtar, & Iriantara, 2022). In this case the MGMP program is required for teachers to be able to continue to develop their abilities.

Based on the problems above, the researcher formulated the following problems: Does the MGMP program affect the performance of English teachers?

From the formulation of the problem, it can be seen how much influence the MGMP program has on the performance of English teachers. We can also evaluate the shortcomings in the performance of English teachers that need to be improved and overcome.

Methodology

The population in this study was 30 English teachers who had participated in the MGMP program in Cirebon district. To obtain valid data in this research, the author used an instrument in the form of a Google form containing a questionnaire distributed to 30 English teachers in the form of a link. The Google form contains 14 questions related to teacher performance and the MGMP program. The teacher will fill in an identity in the form of the name and place of teaching at the school, but the researcher will disguise this identity to maintain the confidentiality of the teacher's opinion. The answer to this question is in the form of an opinion regarding the teacher's performance and the MGMP program, then the teacher can answer with the options of Strongly Agree, Agree, Neutral, Disagree and Strongly Disagree. From these answers there are points such as Strongly Agree (5), Agree (4), Neutral (3), Disagree (2), and Strongly Disagree (1). Researchers will process these points using SPSS 2021 with the Simple linear regression technique. From the results of the SPP you can find out how influential the MGMP program is on the performance of English teachers.

Finding and Discussion

There are 14 questions about the MGMP Program and the performance of english teachers. From the 14 questions, teachers filled out the questionnaire that had been distributed by the researcher in the form of a Google form link, there are answer choices that teachers choose such as; strongly disagree, disagree, neutral, agree, and strongly agree. From these questions, teachers are free to choose answer so the results of the questionnaire are guaranteed to be purely from the teacher. The researcher gave score to each alternative answer and for the alternative have different score. The alternative scoring will be explained in the following formula :

Table of Questionnaire Scale

Questionnaire Scale	Scale
Strongly Disagree	1
Disagree	2
Neutral	3
Agree	4
Strongly Agree	5

The population in this research were English teachers who attended MGMP training in Cirebon district. To facilitate researcher in obtaining accurate data, researcher took a random sample of 30 English teachers. With details of 8 English teachers from junior high school where observations were conducted and 22 English teachers from the MGMP group in Cirebon district. From the questionnaire distributed by researchers, the following data was obtained:

The Results of MGMP (X)

No	The Respondents	Q1	Q2	Q3	Q4	Q5	Q6	Q7	SUM
1.	Respondent 1	4	5	4	4	4	4	4	29
2.	Respondent 2	5	5	5	5	5	5	5	35
3.	Respondent 3	4	5	4	4	4	4	4	29
4.	Respondent 4	4	5	4	5	4	4	4	30
5.	Respondent 5	4	5	4	4	4	4	4	29
6.	Respondent 6	5	5	4	5	4	4	4	31
7.	Respondent 7	3	4	3	4	3	4	4	25
8.	Respondent 8	4	4	4	4	4	4	4	20
9.	Respondent 9	5	4	5	5	4	4	4	31
10.	Respondent 10	4	5	5	5	4	5	5	33
11.	Respondent 11	4	5	5	5	4	5	4	32
12.	Respondent 12	5	5	5	5	5	4	4	33
13.	Respondent 13	5	5	5	5	5	5	5	35
14.	Respondent 14	3	3	3	3	3	4	3	22
15.	Respondent 15	4	5	5	5	4	4	3	30
16.	Respondent 16	5	5	5	5	5	5	5	35
17.	Respondent 17	5	4	3	5	5	5	5	32
18.	Respondent 18	4	4	3	4	3	4	3	25
19.	Respondent 19	5	5	4	5	4	5	4	33

20.	Respondent 20	4	4	5	5	5	4	5	32
21.	Respondent 21	1	2	1	1	3	2	2	12
22.	Respondent 22	5	4	4	4	5	4	4	30
23.	Respondent 23	5	4	5	5	5	4	5	33
24.	Respondent 24	5	5	5	5	5	5	5	35
25.	Respondent 25	4	4	5	4	4	5	4	30
26.	Respondent 26	5	5	5	5	5	5	5	35
27.	Respondent 27	5	5	5	5	5	5	5	35
28.	Respondent 28	4	4	4	4	4	4	5	29
29.	Respondent 29	4	4	4	4	4	4	4	28
30.	Respondent 30	4	5	5	5	4	5	4	32
	TOTAL								900

Source : Taken based on the Cirebon district MGMP teacher questionnaire test, from spss 2021.

Based on the table above is a tabulation of the data from the MGMP questionnaire (Variable X) conducted by researcher on 30 English teachers who participated in the MGMP program. From the data, teachers mostly chose point 4 (agree) and 5 (strongly agree) indicating that the MGMP program has an effect on teachers.

The Result of Teacher Performance (Y)

No	The Respondents	Q8	Q9	Q10	Q11	Q12	Q13	Q14	SUM
1.	Respondent 1	4	4	4	5	4	4	4	29
2.	Respondent 2	5	5	5	5	5	5	5	35
3.	Respondent 3	4	4	4	4	4	4	4	28

4.	Respondent 4	5	4	5	5	5	4	5	33
5.	Respondent 5	4	4	4	4	4	4	4	28
6.	Respondent 6	5	4	5	5	5	4	4	32
7.	Respondent 7	4	4	4	4	4	4	3	27
8.	Respondent 8	4	4	4	4	4	4	4	28
9.	Respondent 9	5	5	5	5	4	5	4	33
10.	Respondent 10	5	4	5	4	4	4	4	30
11.	Respondent 11	4	4	4	4	4	4	4	28
12.	Respondent 12	5	4	5	4	4	4	4	30
13.	Respondent 13	5	4	5	5	5	5	5	34
14.	Respondent 14	3	3	3	3	3	3	3	21
15.	Respondent 15	5	4	3	4	4	5	5	30
16.	Respondent 16	5	5	5	4	5	4	3	31
17.	Respondent 17	5	5	5	5	5	5	5	35
18.	Respondent 18	4	4	4	4	4	4	3	27
19.	Respondent 19	5	5	5	4	5	4	4	32
20.	Respondent 20	4	4	4	4	4	4	5	29
21.	Respondent 21	2	2	1	1	2	2	2	12
22.	Respondent 22	4	5	4	5	5	4	5	32
23.	Respondent 23	5	5	5	5	5	5	5	35
24.	Respondent 24	5	5	5	5		5	5	35

25.	Respondent 25	5	4	4	3	3	4	4	27
26.	Respondent 26	5	5	5	5	5	5	5	35
27.	Respondent 27	5	5	5	5	5	5	5	35
28.	Respondent 28	4	3	4	5	4	5	4	29
29.	Respondent 29	4	4	4	4	4	4	4	28
30.	Respondent 30	5	4	5	4	4	3	3	28
	TOTAL								896

Source : Taken based on the Cirebon district MGMP teacher questionnaire test, from SPSS 2021.

Based on the table above is a tabulation of data from the Teacher Performance questionnaire (Variable Y) conducted by researchers on 30 English teachers who participated in the MGMP program. From the data, teachers mostly chose point 4 (agree) and 5 (strongly agree) indicating that the MGMP program has an effect on teacher performance.

Simple Linear Regression

Simple linear regression statistical analysis is used because there are two variables, namely MGMP Program (independent variable) and Teacher Performance (dependent variable). Simple linear regression analysis is used to determine the effect of the MGMP program on English teacher performance. In addition, this study provides information about the MGMP program on English teacher performance. The simple linear regression model with the following :

$$Y = a + bX$$

Based on the analysis used by SPSS program version 21 for window the result as follow :

The Result of Simple Linear Regression Analysis

Coefficients α

Model	Unstandarized Coefficients		Standarized Coefficients	T	Sig.
	B	Std. Error	Beta		
1					
(Constant)	2,316	2,467		,939	,356
MGMP Program	,911	,081	,906	11,301	,000

Dependent Variable : Teacher Performance

Based on the analysis of simple linear regression on the table so the result model of coefficient regression as follow :

$$Y = 2,316 + 0,911x$$

Model of coefficient simple linear regression it is mean that :

$a = (2,316)$ it is mean that independent variable have positive effect teacher performance. The value of teacher performance constant is $(2,316)$ it is means that there is a fairly high influence of the MGMP program on the performance of English teachers.

$b = (0,911)$ it is means that the value of simple linear regression MGMP program variable is $(0,911)$. So, if there is an increase 1% to that variable teacher performance will increase 0,911 or 91,1% with the assumption other variable is constant.

Based on the value of simple linear regression known that MGMP program variable have effect about 91,1% to English teacher performance in Cirebon district.

Coefficients α

Model	Unstandarized Coefficients		Standarized Coefficients	T	Sig.
	B	Std. Error	Beta		
1					
(Constant)	2,316	2,467		,939	,356
MGMP Program	,911	,081	,906	11,301	,000

H₀ = There is no correlation between MGMP program and teacher performance.

H_a = There is correlation between MGMP program and teacher performance.

The formula to know ttable = ($\alpha/2$; n-k-1). The error rate used is $\alpha = 5\%$ with degrees of freedom (df) = ($\alpha/2$; n-k-1), where n is the number of sample are 30 and k is the number of independent variable is 1 variable, then $df = (0,05/2; 30-1-1) = (0,025; 28)$. At the significant level is 5% the value of ttable = 2,048

The following decision with make criteria as follow :

H₀ = accepted if, ttable < ttest < ttable

H_a = accepted if, ttest > ttable

Based on the table above the value with SPSS in the table coefficient as follow : The value of ttest is 11,301 while ttable is 2,048 which is smaller than ttest. It is mean that MGMP program has a positive effect on speaking skill or in other word H_a is accepted.

Determination Coefficient (R²)

Determination coefficient (R²) were used to see how much influence the independent variable (X) has on the dependent variable (Y). The coefficient of determination shows the magnitude of the contribution of variable (X) to variable (Y). The greater the value of the coefficient of determination, the better the ability of the dependent variable (Y).

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,906a	,820	,814	2,052

Predictors : (Constant), MGMP program

Dependent Variable : Teacher Performance

The result of data analysis table above can be seen that the *R square* is 0,820 or 82%, it means that the independent variable (MGMP Program) is able to explain the dependent variable (Teacher Performance) of 82%. While the remaining 18% is explained by other variables not included in this study. The results of the determination test mean that there are other independent variables that influence the performance of English teachers. In this case, teacher performance can also be influenced by other factors outside the MGMP program. However, these results show that the MGMP program has a big influence on teacher professional development, providing training to continue to hone teacher performance skills. There are many factors that influence teacher performance, one of which is supporting school infrastructure, then there are also factors within the teacher, namely the intention to improve performance and the desire to develop to realize the vision and mission of education in producing good students.

Conclusions

The results of the simple linear regression test of the relationship between the MGMP program and the performance of English teachers show a T test value of 11.301 with a significant value of $0.000 < 0.05$. These results indicate that hypothesis 0 is rejected and the alternative hypothesis is accepted, meaning that there is an influence of the MGMP program on the performance of English teachers. Simple linear regression analysis also shows an R value of 0.906. The R value shows that there is an influence between the MGMP Program and the performance of English teachers. And the regression coefficient result is $Y = 2.316 + 0.911x$ with the result of the independent variable on the dependent variable being 82% while the remaining 18% is the influence of other variables which were not examined. Other variables that can influence are internal and external factors that influence the performance of English teachers.

Based on the explanation above, it can be concluded that the MGMP program has an influence on the performance of English teachers with the results of the regression coefficient $Y = 2.316 + 0.911x$ with a large contribution of the influence of the independent variable of 91.1%.

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