



## **Analysis of the Effect of Teacher Certification on Improving the Quality of Performance and Professionalism Standards of MI Teacher**

**Munawir<sup>1</sup>, Ata Bina Lujjah Fauziyah<sup>2</sup>, Dwi Ayu Wulan Aprilia<sup>3</sup>**

<sup>1,2,3</sup> Universitas Islam Negeri Sunan Ampel Surabaya, Indonesia

Author Correspondence E-mail: [munawir2@uinsby.ac.id](mailto:munawir2@uinsby.ac.id)

### **Abstract**

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This study aims to comprehensively analyze the effect of teacher certification on improving the quality of performance and professionalism standards of teachers in Madrasah Ibtidaiyah (MI). Teacher certification is expected to improve the quality of education through improving teacher competence and performance. The research approach used is qualitative by conducting literature studies using online journals and books. The results show that teacher certification improves teacher effectiveness, which is shown by improved student learning outcomes, creative teaching practices and improved learning quality. In addition, certification also helps teachers become more professional, as shown by their increased proficiency in all assessed areas. This research shows that teacher certification is an important factor in improving the quality of MI education, with the implication that the certification program needs to be continuously strengthened and evaluated to ensure its effectiveness in improving the quality of education. The study also highlights the importance of ongoing support for certified teachers, such as advanced training and professional development, to maintain and enhance the positive impact of certification.

**Keyword:** Certification; Professionalism; Performance

### **1. Introduction**

Education is one of the key elements and drivers of the development of high-quality human resources to compete in the midst of life's competition. The key to a better future for the nation and state is education, which is an investment that takes time to pay off. Indonesia will fall further behind other countries without adequate education and high-quality education. One important element in advancing education is the presence of qualified teachers (Hartiwi et al., 2020). In general, the purpose of education is to create human beings with quality and character so that they have a long time to achieve the desired goals and can adapt quickly and appropriately in various environments. Because education itself motivates us to be better in all respects and an independent personality and a sense of civic and national responsibility. High-quality education depends on various inputs, including teaching staff, materials, books, costs, technology, and other inputs needed for the educational process (Matif et al., 2024).

According to (Undang-Undang Republik Indonesia Nomor 20 Tahun 2003 Tentang Sistem Pendidikan Nasional, 2003), education is the main pillar that determines the direction of a nation's success. The law states that national education has an important role in developing abilities and shaping the character and civilization of a dignified nation. The goal of national education is to educate the nation's life and develop the whole Indonesian human being, namely a human being who believes and is devoted to God Almighty and has noble character, has knowledge and skills, physical and spiritual health, a steady and independent personality and a sense of community and national responsibility (Hidayat & Abdillah, 2019). Learning is an interaction between educators and students, where these two components are interconnected, and teachers play an important role in determining the quality of education and must provide instructions that are in accordance with the needs of students and the times (Susanti et al., 2025). The success of the teaching and learning process depends on the pedagogical



skills of the teacher. Competent educators are able to understand the requirements and traits of their students, create appropriate lessons for them, and effectively assess their learning progress. Four main skills are required for competent teachers: pedagogical ability, mastery of professional content, good character (personality), and social interaction skills (Nafisah Dewi, 2025:1).

Teachers are one of the school resources that are expected to have a high level of work ethic. A teacher's work ethic is critical to achieving the school's goal of providing quality education to students (Antoni et al., 2023). Nowadays, a teacher is expected to have good competencies and qualifications with the aim of a highly qualified learning process so that it is expected that the quality of education in general will continue to improve. Overall, education will continue to get better. Teachers play an important role in the learning process as they not only provide knowledge to students in the classroom but also help them develop positive values for learning (Oktradiksa & Aufa, 2020). The process of certifying teachers is known as teacher certification. This process is conducted to ensure that teachers have met the necessary standards of professionalism. This is crucial to achieving the national education development plan. In particular, certification is given as a reward to teachers who successfully fulfill the requirements and are entitled to better welfare (Susanti et al., 2025). In order for them to maintain high teaching quality, certified teachers should be measured after achieving their professional status. Uncertified teachers also need to receive ongoing training. Uncertified and certified teachers should work together to improve teaching quality. Ultimately, student learning outcomes will be improved with improved teacher quality (Husin et al., 2023).

A person who has abilities in various pedagogical aspects is a professional teacher. They not only have teaching experience, but they also have high intellectual capacity, morals, piety, discipline and responsibility. In addition, professional teachers have extensive educational experience and creative skills. Professional teachers are experts in drawing up students' study plans and career development, curriculum research and development, and understanding students' potential and characteristics. Teachers can be applied professionally in the learning process, both inside and outside the classroom, school administration, guidance and services to students, and assessment. By having broad horizons and a variety of skills that support their work, professional teachers demonstrate that they are reaching out in their work. A professional teacher definitely has a different perspective from others in the same position. Professional teachers constantly strive to improve their quality and update their abilities. Teachers' performance is positively and significantly affected by their professionalism. If a teacher is able to master and develop subject matter, be creative in delivering lessons, be disciplined in work, have a high commitment to teaching duties, and cooperate with all school members, his performance can be said to be good (Rosmawati et al., 2020).

Teacher performance is a learning process that aims to improve existing activities. It is expected that educational goals can be achieved effectively through this effort, where teachers carry out learning activities that are in accordance with goals and targets. If the goals are achieved in accordance with the standards, the performance is declared good and satisfactory. All competencies required by teachers can be used to evaluate and measure teacher performance. To handle the challenges faced by teachers today, they need sufficient ability to overcome these various problems. The ability to complete tasks with a sense of responsibility is a very important ability (Muthia Kuku et al., 2023).

## **2. Method**

As part of the qualitative approach, this research methodology uses literature, namely online journals and books. First, this study will collect literature on analyzing the effect of teacher certification on improving the quality of performance and professionalism standards of MI teachers. Then the findings will be further studied on the advantages and disadvantages of each source, and these findings will be combined with the findings of previous research. The study is conducted by searching and collecting relevant literature, analyzing the content, and making conclusions. The purpose of the literature study is to improve understanding of the analysis of the effect of teacher certification on



improving the quality of performance and professionalism standards of MI teachers. The main data source for library research is relevant literature, such as books and journal articles. Some of the data collection and management methods used in library research include reference management software and checklists to assess the quality of sources.

### 3. Discussion

Someone who works as an educator is called a teacher. It can be said that educators have the most influence on the quality of a country's human resources. Professional and qualified educators will also develop high-quality students. Therefore, improving the quality of teachers is a must and cannot be negotiated. The role of teaching, including guiding, mentoring, and nurturing, is closely related to the teaching profession (Noor, 2019). Professional teachers not only deliver material but also guide students to develop their potential, have noble morals, and achieve the expected competencies. In the context of madrasah ibtdaiyah (MI), the role of professional teachers is very important in forming a strong educational foundation and preparing students for the next level of education. (Riadi et al., 2022). A professional teacher is one who understands the intricacies of education and can comprehend and impart various knowledge that must be acquired during a specific educational period. A teacher's profession is very different from that of an ordinary employee, who only carries out his responsibilities in accordance with the rules, profession, and scientific discipline he carries. Teachers have special responsibilities related to the sustainability of a nation and state because they are very closely related to the students who determine the future of the nation and state. (Taryana et al., 2023).

In the field of education, improving the competence and welfare of educators has profound significance. Higher skill levels among teachers directly improve the quality of education as it allows them to deliver material more effectively. Teachers' motivation and job satisfaction are also significantly affected by their physical and mental well-being. Teachers are more likely to be motivated if they feel valued, less stressed and able to balance their personal and professional lives. Teachers can always improve their knowledge and abilities thanks to these aids to continuous professional development. We can foster a favorable school environment, an inclusive educational environment, and greater community engagement by having successful and qualified instructors.

Among the characteristics of a qualified educator are:

#### 1. Physically and Mentally Healthy

The physical and mental state that arises when performing teaching tasks makes it easier for a teacher to carry out his responsibilities as an educator. Physical health is a factor that will determine how smoothly the educational process runs because an educator is a field officer in the field of education. However, what is meant by spiritual health is a high, deep spiritual concern, and is closely related to good moral matters. To set a good example for their students, a teacher must be morally upright. Morality or virtue refers to qualities such as honesty, justice, wisdom, selflessness, and abstinence from ungodly behavior.

#### 2. Curriculum Mastery

When conducting educational activities, a teacher or educator consults the relevant curriculum or guidelines set by the government. The curriculum in question consists of a number of arrangements and plans. The lessons and techniques used as instructions for the implementation of learning activities to achieve specific educational goals are relevant to the objectives, topics and materials. It is believed that this curriculum will help teachers understand how effective teaching aligns with the developing mindset of students.

#### 3. Understanding the material being taught

An educator's command of the subject matter has a significant impact on how they impart knowledge to students. Because if the teacher cannot deliver the information or content correctly if he or she is not an expert in the subject matter. This may make it more difficult for students to understand the lesson he or she is delivering.



#### 4. Able to Apply Different Learning Approaches

One of the key components in providing learning materials to students is the teaching strategies used. Because, with the right techniques and approaches, it can increase students' motivation to participate more actively in their education and also more. The message expressed by the instructor is easy to understand. In addition to procedures, an instructor's environment should also take into account the class and the psychology of the students.

#### 5. Good Behavior

One of the most important qualities an instructor must have is good manners. Because when morals (good behavior) are present, educators can manage behavior or attitudes during instruction to ensure that no unfortunate actions or attitudes occur. As a result, the educator can impart knowledge to students and guide them to develop high moral standards.

#### 6. Have Good Discipline

An educator is also expected to have good time management skills. It is meant to be an example of discipline for students (Gunawan & Imam, 2023).

The competence and welfare of educators is enhanced by every aspect of teacher certification. The certification program encourages teachers to use more creative and successful teaching methods in the classroom by improving their knowledge, pedagogical abilities and teaching skills. In addition to increasing teachers' satisfaction and motivation to perform their professional obligations, this effort has a positive effect on learning outcomes for students, while increasing teachers' motivation and sense of satisfaction in carrying out their work (Mariska et al., 2024). The pedagogical competence of primary school teachers is reflected in abilities such as understanding the characteristics of students from various aspects (physical, moral, social, cultural, emotional, and intellectual), mastery of learning theories and principles of educational learning, curriculum development relevant to the subject/field of development taught, implementation of educational learning, utilization of information and communication technology in learning, and others. In particular, teachers with a bachelor's degree tend to demonstrate these abilities. Awareness of meeting academic qualification standards by teachers with bachelor's degrees appears to correlate with demonstration of pedagogical competence (Manu et al., 2020). Minister of National Education Regulation No. 16/2007 defines the professional competencies of teachers as follows: 1) Mastering the material, structure, concepts, and scientific mindset that support the subjects taught; 2) Mastering the competencies and basic competencies of the subject or development field being taught; 3) Developing learning materials creatively; and 4) Developing teacher professionalism; 5) Utilizing information and communication technology to communicate and develop themselves (Safanikah & Rahayu, 2024).

Providing a professional certificate program can motivate teachers to continue learning and improve their competence. Professional certificate programs can encourage teachers to continue learning and become more competent. They can also encourage teachers to continue to compete to show their best work. Every five years, a recognized teacher performance review system is needed to ensure that educators maintain and improve their performance and competence. Assistance is needed for those whose performance deteriorates to the point where their professional certificate is revoked, and vice versa. For those whose performance and competence improve, further allowances and professional recognition will be provided (Suharmoko & Yudiawan, 2021).

Certified educator teachers are competent to conduct educational learning processes, who use technology to enhance learning, and have a thorough understanding of their students. They also conduct efficient learning assessments. This shows that all certified teachers have knowledge of child development psychology and know which teaching strategies to use with each of their students. With this understanding, educators can help children through difficult times. Teachers can also guide various problems that may arise and choose the best tactics and solutions because they have knowledge of the child's personal past (Siswandari & Susilaningih, 2013). The impact of the certification process is a change in teacher welfare that has increased more than before, teacher performance is getting better, and it is anticipated that student success will increase (Syarifuddin et al., 2021).



Performance is the result of a job that shows what has been done through actions, achievements, and performances. All of this depends on the information, abilities, attitudes and values that each person has. Teachers' ability to fulfill their roles and obligations at school is reflected in their performance. Teachers support and positively impact students during learning activities so that learning objectives can be met appropriately and as expected. Teachers' appearance, actions and achievements in the workplace all reflect this.

Factors that can improve teacher performance include:

a) Motivation to work

Someone will do something or work to meet their needs and realize their aspirations.

b) Responsibility for tasks

Every teacher has responsibility for a number of tasks that must be carried out in accordance with their position. The lightness of the task will affect his efforts in working according to the abilities he has.

c) Interest in the task

The tasks performed by teachers reflect activities related to interest in the tasks assigned to them.

d) Respect for duty

One of the things that motivates instructors to work harder and perform better is the appreciation of their achievements before work.

f) Prospects for growth

Among other things, having the opportunity to grow and improve knowledge and skills are features of high work motivation.

g) Attention of the principal

In order for teachers and other education staff in schools to perform better and more professionally, the principal's attention to them is very important. Through classroom visits and group discussions, principals can focus on improving teacher professionalism.

h) KKG and MGMP

Two groups or forums that can improve teacher performance and professionalism are the Teacher Working Group (KKG) and the Subject Teacher Consultation (MGMP).

i) Facilitated conversation groups

It is very important to establish facilitated discussion groups to deal with instructors who are lackluster in carrying out their teaching responsibilities in order to help implement the KTSP, especially in improving teachers' competence in preparing lesson plans.

j) Services provided by the library

The availability of reference materials that can help learning activities and the growth of teacher competence is one way to improve teacher professionalism (Sudarmono et al., 2021). According to the Minister of State Apparatus Empowerment and Bureaucratic Reform Regulation No. 16 of 2009, a teacher's performance is evaluated based on a number of skills that subject teachers must possess. First, in the education unit, teachers can create a curriculum for learning. They are also able to create lesson plans and curriculum. Teachers also create assessment instruments and questions related to the subjects they teach, and conduct learning activities efficiently. An important component of learning performance is the assessment and evaluation process, both in terms of procedures and results. In addition to their role as supervisors of assessment and evaluation of learning processes and outcomes at the national and school levels, teachers are expected to guide students in extracurricular activities related to the learning process, conduct remedial learning, analyze assessment results, and carry out enrichment based on evaluation results. Other responsibilities that teachers must fulfill to improve their performance include self-improvement, scientific work, and the creation of innovative work. (Muspawi, 2021)

Professional teachers need to have a thorough awareness of human life and society in addition to being experts in mastering subject matter and fields of knowledge. Around the world, great attention is increasingly being paid to the development of teacher professionalism. This is due to the fact that teachers' duties are not only limited to imparting scientific and technical knowledge, they are also



responsible for building students' attitudes and characters so that they are able to survive in this challenging era. Supporting students' internal motivation and helping them overcome obstacles in life is an important responsibility of a teacher. (Risdiyana, 2021)

In general, a teacher with a certificate is immediately considered a professional educator. He or she has passed the competency test. However, it should be noted that passing the competency test does not ensure that one will work as a professional teacher. Despite the fact that competency tests are designed to produce certified teachers, the reality is otherwise. The term “professionalism” comes after going through a number of specific phases and procedures. Therefore, someone who has completed these phases deserves a professional title. Teaching is not a simple profession. Being a professional teacher requires more than just knowing the material and delivering it to students. A professional educator must be multi-talented and have specialized skills and a deep love for the profession. In addition, maintaining the teacher's code of ethics is also an important aspect of carrying out their duties. (Latiana, 2019)

#### **4. Conclusion**

Improving the quality and professionalism of teachers is a top priority as they play a crucial role in determining the quality of a country's human resources. In addition to being subject matter experts, qualified teachers also have good character, discipline and the ability to implement various effective learning approaches. Teachers' physical and mental health also affects their performance, and the teacher certification program is one way to improve teachers' competence and professionalism, which ultimately improves student learning outcomes. Improving teacher quality through various efforts, such as certification, training and welfare improvements, is key to creating high-quality education. These factors include the ability to prepare the curriculum, implement learning and conduct assessments. Other factors that influence teacher performance include work motivation, responsibility, interest and support from the principal.

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