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The Influence Of Certified Teachers And Teacher Professionalism On The Performance Of State Elementary School Teachers In Pulau Rimau District Banyuasin Regency

Lina Zila
Universitas PGRI Palembang, Indonesia
Meilia Rosani
Universitas PGRI Palembang, Indonesia
Suherman
Universitas PGRI Palembang, Indonesia

Corresponding Author: zakkisalman@gmail.com

Abstract

This study aims to determine and analyze the influence of certified teachers and teacher professionalism on the teachers' performance of the state elementary school in Pulau Rimau District of Banyuasin Regency, both partially and simultaneously. The sample of this study was 123 elementary school teachers in Pulau Rimau District, Banyuasin Regency. The method used was a quantitative method with an expo pacto approach. The data collection techniques used questionnaires and documentation. The research of the data analysis technique used the SPSS program. The results of this study concluded: 1) there is an influence of certified teachers on the teachers' performance of the state elementary school in Pulau Rimau District of Banyuasin Regency; 2) there is an influence of teacher professionalism on the teachers' performance of the state elementary school in Pulau Rimau District of Banyuasin Regency; 3) there is an influence of certified teachers and teacher professionalism together on the teachers performance of the state elementary school in Pulau Rimau District of Banyuasin Regency

Keywords: Certification Teachers, Teachers Professionalism Teachers performance.

INTRODUCTION

Teachers are a crucial component in teaching and learning activities and play a crucial role in determining the success of learning. Their primary function is to design, manage, implement,

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and evaluate learning. A teacher must be able to create positive learning conditions to ensure high-quality learning. Teaching is not simply the transfer of knowledge but also encompasses experience and role models from interactions throughout the learning process.

Teachers can be said to have good performance if they carry out their duties professionally and in depth with reference to the main tasks they are entrusted with, as explained by Rusyan (2022) who stated that performance ... The teacher's role is to carry out the learning process both in and outside the classroom, in addition to carrying out other activities, such as carrying out school administration and learning administration, providing guidance and services to students, and carrying out assessments. Furthermore, Zahroh (2022) defines performance as a reflection of the overall way a person sets their achievement goals.

Sukadi (2022) explains that teachers are educational staff whose primary task is to teach, in the sense of developing students' creative, emotional, and volitional realms as an implementation of the ideal concept of education. Teacher personality characteristics include cognitive flexibility and psychological openness. We expect teachers to be competitive and work professionally. Furthermore, Kurniasih (2020) states that teaching is a profession whose position or job requires specialized expertise. The duties of teachers as a profession include: educating, teaching, and training. Educating means developing life values, teaching means passing on and developing science and technology, while training means developing students' skills.

To be a qualified teacher is a teacher who is able to create learning tools, manage learning, be able to develop themselves or follow developments in the world of education so as not to miss information and master the teaching materials according to the field they are engaged in. To become a teacher must have certain qualifications or competencies. Explained by Zahro (2022) that teacher competence is the ability and authority of teachers in carrying out their profession, while professionalism means special qualities and behaviors that are the characteristics of professional teachers, teachers are also expected to be able to carry out KBM an integral and reciprocal activity between teachers and students in instructional situations.

Suryana (2021) states that teaching is a profession whose position or job requires specialized skills. The duties of a teacher as a profession include: educating, teaching, and training. Educating means developing life values, teaching means transmitting and developing science and technology, while training means developing students' skills.

In relation to the world of education, the performance of Teacher competence can be defined as the extent to which a teacher works optimally according to their abilities in an effort to achieve institutional goals. A teacher 's ability will be evident when teaching, which can be

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measured by their teaching competence.

Regarding teacher performance, it can be said that the teacher is certified. Certified teachers are professional educators who have passed a competency test and met professional standards, evidenced by a Teacher Certificate (Serdik). Thus, they are legally recognized as professional educators by the government, entitled to professional recognition and allowances. The process, through teacher professional education (PPG) or portfolio assessment, under the auspices of the Ministry of Education, Culture, Research, and Technology, ensures teachers possess the required competencies (Sarimaya, 2021).

In this regard, the learning process requires a teacher to have a teaching certificate as proof of their government-recognized teaching skills and professionalism. Regulation of the Ministry of Education, Culture, Research, and Technology Number 54 of 2022 concerning in-service teacher educator certificates states that teachers are professionals. As professionals, teachers are required to have an academic qualification of Bachelor's (S-1) or Diploma (D-4) in a field relevant to the subject they teach and to master competencies as learning agents.

Certification is mandatory for teachers as educators, as evidenced by possessing a teaching certificate through a government-regulated competency test. Tilaar (2022) explains that certification is the process of granting a competency certificate or letter of recommendation as recognition of a person's ability to perform a job after passing a competency test. Improving teacher competency is essentially just one aspect that plays a role in improving teacher performance and motivation, thereby improving the quality of education. Kristiawan (2019) similarly stated that a teacher's status can be proven with a teaching certificate, indicating recognition that the teacher functions as an educator. According to Sarimaya (2021), a certification program is a program that awards certificates to teachers who have met a number of requirements to become professional teachers.

According to Aqib (2020), there are four measures for a teacher to be considered professional: (1) having a commitment to students and their learning process, (2) having a deep understanding of teaching materials and how to teach them, (3) being responsible for monitoring students' learning abilities through various evaluation techniques, (4) being part of a learning community in their professional environment.

Ministry of Education, Culture, Research, and Technology Regulation Number 54 of 2022 explains that the Government is making various efforts to develop teacher competency standards and certification, including the ratification of the Teachers Law, followed by the development of a Draft Government Regulation (RPP) on teachers, which is intended to improve teacher

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professionalism and competence.

Another opinion, explained by Trianto (2021), is that a qualified teacher is one who is capable of creating learning tools, managing learning, developing themselves or keeping up with developments in the world of education to stay informed and mastering teaching materials relevant to their field. To become a teacher, one must possess certain qualifications or competencies.

Regarding the professionalism of teachers in carrying out their duties as educators, they certainly need several supporting materials to be able to carry out these duties, such as the availability of infrastructure to support teaching needs. As explained by Hernawan (2022), in the world of education, learning resources can be positioned as a supporting element for student success, known as learning achievement. The success of learning implementation in schools must be evaluated comprehensively, including by evaluating the quality of the learning process and outcomes. Overall, understanding the basic concepts of learning will not be complete if it stops at the definition or process. Essentially, the learning process is characterized by changes in overall behavior, including cognitive, affective, and psychomotor aspects.

Teachers' professionalism must be demonstrated throughout the learning process. Consistent with Suharsaputra's statement above, teachers must fulfill three missions during the learning process. These three missions are known as *the three missions* . Zahroh (2022) defines these *missions* as the professional mission *,* the humanitarian mission *,* and the civic mission *.* Rochman (2020) argues that teachers are the ones who directly interact with students, transferring knowledge *and* technology *,* while simultaneously educating *them* with positive values through unparalleled guidance and role models. The role of teachers in education is crucial, as their responsibility extends beyond transferring knowledge *and* internalizing values *to* students.

Based on the researcher's initial observations at the Public Elementary Schools in Pulau Rimau District, there are 19 (nineteen) Public Elementary Schools with the number of teachers who assist in the learning process, the researcher can explain that the number of teachers who assist in the learning process at each Public Elementary School varies with the number of different teachers. related to research that discusses certified teachers, teacher professionalism and teacher performance, the researcher can explain that, the results of the initial information obtained by the researcher that certified teachers can be said to be almost all teachers at the Public Elementary Schools in Pulau Rimau District have been fulfilled, although there are still some who do not have a teacher certificate or are certified. This means that not all teachers at the Public Elementary Schools in Pulau Rimau District are certified. This is because there are still teachers

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who have not met the competency test requirements, so there needs to be a repeat to take the competency test set by the government.

Likewise, the professionalism of teachers in carrying out their duties at public elementary schools in Pulau Rimau District still requires further development. The low professionalism of public elementary school teachers in Pulau Rimau District includes low competency, lack of motivation for self-development, and high administrative burdens, which are exacerbated by external factors such as uneven teacher distribution and inadequate facilities. This is also influenced by low commitment to the profession, weak adherence to ethics, and a lack of recognition and support from the education system.

In addition, the vice principal also explained that teacher performance in delivering learning has not yet indicated the expected results, because there are still some teachers who are not linear between their disciplines with their teaching duties and the learning materials delivered, such as a Bachelor's degree graduate majoring in social sciences teaching economics and accounting. This is due to the lack of teachers with the fields of knowledge they have and the teachings they teach. Sometimes teachers in teaching also do not use media/visual aids as support. Teachers should when delivering learning materials that are adapted to the material being delivered using media/visual aids so that the learning process is more effective and efficient. This certainly has an impact or better results.

Based on the explanation of the background of the problem above, the researcher wants to know more deeply about certified teachers, teacher professionalism which is influenced by existing determinant factors through research with the title, "The Influence of Certified Teachers and Teacher Professionalism on the Performance of Elementary School Teachers in Pulau Rimau District, Banyuasin Regency."

METODE PENELITIAN

This research uses quantitative methods by analyzing the research findings. Quantitative research is based on the philosophy of *positivism* which emphasizes objective phenomena and is studied quantitatively. *Ex post facto* research aims to find the causes that enable changes in behavior, symptoms or phenomena caused by an event, behavior or things that cause changes in the independent variable as a whole to occur.

The reason the researcher used the *ex post facto approach* in this study was because it was in accordance with the research study, namely the influence of certified teachers and teacher professionalism on the performance of elementary school teachers in Pulau Rimau District,

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Banyuasin Regency, which aimed to find possible causes of changes in behavior, symptoms or phenomena caused by an event or things that caused overall changes that had already occurred.

Population in study This is Public Elementary School teachers in Pulau Rimau District Regency Banyuasin . In study quantitative *Purposive Sampling* is technique taking sample *non-probability* where the researcher intentionally choose subject based on criteria certain relevant matters , namely those related to with certified teachers with objective research to facilitate collect research data .

The data analysis technique in this study uses simple correlation and multiple regression data analysis techniques with the help of *the SPSS For Windows* Version 26 program . The stages of analysis implementation include: (1) descriptive analysis, (2) analysis requirements testing, and (3) hypothesis testing.

Hypothesis testing in this study has three stages, namely, partial testing (t-test) using a simple regression test and multiple regression testing (F-test) using a determination test (R2).

HASIL DAN PEMBAHASAN

Result

Data Description

The data description in this study explains the distribution of data according to its frequency, to explain the middle tendency, and to explain the distribution pattern (maximum-minimum). The data description analyzed using distributed questionnaires, namely: 1) certified teachers, 2) teacher professionalism, and 3) teacher performance with a sample of 123 teachers. To test the descriptive analysis of the research data, it was carried out using the SPSS version 26 program. The data description in this study is as follows.

Table 1. Descriptive Statistics of Certified Teacher Data

Statistics

		Certified Teacher
N	Valid	123
	Missing	0
	Mean	3.2928
	Standard Error of Mean	.01884
	Median	3.2900
	Mode	3.14 [a]

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Standard Deviation	.20893
Variance	.044
Skewness	.151
Standard Error of Skewness	.218
Kurtosis	-.910
Standard Error of Kurtosis	.433
Range	.82
Minimum	2.93
Maximum	3.75
Sum	405.01

a. Multiple modes exist. The smallest value is shown

(Source, data processed using SPSS, 2026)

Based on the description of the certified teacher variable data with a total of 123 teachers as respondents shown in the table above, it is known that the mean value is 3.29, the standard deviation value is 209, the maximum value is 3.75 and the minimum value is 2.93.

From the results above, researchers can conclude that the more certified teachers there are, the better the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency.

Table 2. Descriptive Statistics of Teacher Professionalism Variables

Statistics

		Teacher Professionalism
N	Valid	123
	Missing	0
Mean		3.2642
Standard Error of Mean		.01705
Median		3.2600
Mode		3.26 [a]
Standard Deviation		.18904
Variance		.036
Skewness		.279
Standard Error of Skewness		.218
Kurtosis		-.554

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Standard Error of Kurtosis	.433
Range	.77
Minimum	2.93
Maximum	3.70
Sum	401.50

a. Multiple modes exist. The smallest value is shown

(Source, data processed using SPSS, 2026)

Based on the explanation of the description of the data on the teacher professionalism variable with a total of 123 teachers as respondents shown in the table above, it is known that the mean value is 3.26, the standard deviation value is 189, the maximum value is 3.70 and the minimum value is 2.93.

From the results obtained above, researchers can conclude that the more professional teachers are in delivering learning materials, the better the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency will be.

Table 3. Descriptive Statistics of Teacher Performance Variables

Statistics

		Teacher Performance
N	Valid	123
	Missing	0
Mean		3.2288
Standard Error of Mean		.01758
Median		3.2100
Mode		3.14
Standard Deviation		.19502
Variance		.038
Skewness		.212
Standard Error of Skewness		.218
Kurtosis		-.751
Standard Error of Kurtosis		.433
Range		.75
Minimum		2.89
Maximum		3.64

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Sum	397.14

a. Multiple modes exist. The smallest value is shown

(Source, data processed using SPSS, 2026)

Based on the explanation of teacher performance variables with a total of 123 teachers as respondents shown in the table above, it is known that the mean value is 3.23, the standard deviation value is 195, the maximum value is 3.63 and the minimum value is 2.89.

The above results, researchers can conclude that teacher performance will improve if supported by the number of certified teachers and teachers are increasingly professional in delivering learning materials at State Elementary Schools, Pulau Rimau District, Banyuasin Regency.

a. Normality Test

Table 4. Normality Test

One-Sample Kolmogorov-Smirnov Test

		Guru Bersertifikat	Profesionalisme Guru	Kinerja Guru
N		123	123	123
Normal Parameters[a,b]	Mean	3.2928	3.2642	3.2288
	Std. Deviation	.20893	.18904	.19502
Most Extreme Differences	Absolute	.077	.070	.067
	Positive	.077	.070	.067
	Negative	-.059	-.054	-.050
Test Statistic		.077	.070	.067
Asymp. Sig. (2-tailed)		.073[c]	.200[d,e]	.200[d,e]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

(Source, data processed using SPSS, 2026)

Based on the results of the normality test as shown in the table above, the researcher explains that the results obtained from the influence of certified teachers on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency. can be said to be normally distributed. This is known from the Asymp. Sig (2 tailed) value produced by the SPSS Software Version 26 application, which shows a figure of 0.073 > 0.05. Likewise, the normality test for the influence of teacher professionalism on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency. can be said to be normally distributed, this is evidenced by the Asymp. Sig (2 tailed) which produces a value of 0.200 > 0.05. Furthermore, simultaneously the influence of certified teachers and teacher professionalism together on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency can be said to be normally

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distributed. This is stated that this study has met the requirements for normality testing. This is evidenced by the Asymp. The resulting Sig (2 tailed) value is 0.200 > 0.05. The researcher has illustrated this information in the form of a histogram as follows.

b. Linearity Test

Table 5. Linearity Test of Influence Certified Teachers on Teacher Performance

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Guru * Guru Bersertifikat	Between Groups	(Combined)	2.102	22	.096	3.763	.000
		Linearity	1.627	1	1.627	64.112	.000
		Deviation from Linearity	.474	21	.023	.890	.604
	Within Groups		2.538	100	.025		
	Total		4.640	122			

(Sumber, data diolah melaui SPSS, 2026)

Based on the results of the linearity test of the influence of certified teachers on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency, which appears in the table above, it shows that the value of *the Deviation from Linearity* is $F_{count} > F_{table}$, where the results obtained are 0.890 > 0.05. Thus, it can be said that the variables tested are linear. This means that certified teachers are linear on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency and meet the requirements for the linearity test.

Table 6. Linearity Test of the Influence of Teacher Professionalism on Learning Quality

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Guru * Profesionalisme Guru	Between Groups	(Combined)	1.080	19	.057	1.645	.059
		Linearity	.715	1	.715	20.693	.000
		Deviation from Linearity	.365	18	.020	.587	.902
	Within Groups		3.560	103	.035		
	Total		4.640	122			

(Sumber, data diolah melaui SPSS, 2026)

Based on the explanation of the linear regularity test of the influence of teacher professionalism on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency, which appears in the table above, it can be seen that separately, $F_{count} > F_{table}$, namely the value in the deviation column from linearity, namely *Deviation from Linearity,* is 0.687 > 0.05. Thus, it can be concluded that the influence of linear teacher professionalism on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency has met the requirements for the linearity test.

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c. Multicollinearity Test

Table 7. Multicollinearity Test of the Influence of Certified Teachers and Teacher Professionalism on Teacher Performance

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	.744	.265			
	Guru Bersertifikasi	.491	.068	.526	.934	1.071
	Profesionalisme Guru	.266	.075	.258	.934	1.071

a. Dependent Variable: Kinerja Guru
(Sumber, data diolah melaui SPSS, 2026)

Based on the results of the multicollinearity test as shown in the table above, the multicollinearity test aims to test whether a regression model has a correlation between independent variables. A good regression model should not have a correlation between independent variables. Multicollinearity testing is seen from the VIF (*Variance Inflation Factor*) and *tolerance values. Tolerance* measures the selected independent variables that are not explained by other independent variables. Therefore, a low *tolerance value is the same as a high VIF value (because VIF = 1 / tolerance). The cutoff* value commonly used to indicate the presence of multicollinearity is the *tolerance value.* $\geq$ 0.01 or equal to VIF value $\leq$ 10.

The findings of this study can be seen simultaneously that $_{\text{the calculated F}}$ is greater than the F_{table} , namely the *tolerance value* shows the multicollinearity test of the influence of certified teachers and teacher professionalism together on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency, namely 0.934> 0.01 from the *tolerance value* . This means that the multicollinearity test in this study can be said to be selected and has multicollinearity.

e. Hypothesis Testing

Table 8. Results of Partial Simple Linear Regression Analysis Coefficients of the Influence of Certified Teachers on Teacher Performance

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.408	.226		6.243	.000
	Guru Bersertifikat	.553	.068	.592	8.085	.000

a. Dependent Variable: Kinerja Guru
(Sumber, data diolah melaui SPSS, 2026)

Based on the results of the first hypothesis test using the t-test statistical analysis, the $_{\text{calculated t value}}$ reached 8.085. To test the hypothesis, we use the criteria that if $_{\text{the calculated t}}$ exceeds

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the t $_{table}$, then Ha is accepted. Conversely, if $_{the\ calculated\ t}$ is less than the t $_{table}$, then Ha is rejected. To find the t table, we look at the significance level α = 5% which is divided into two, namely 2.5% for a two-sided test, with degrees of freedom (df) calculated using the nk formula, so df = 123 – 2 = 121, with n as the number of samples and k as the number of independent variables. In a two-sided test, for a significance level of 0.005, the t $_{table}$ is obtained at 6.243. Thus, based on this information, the $_{calculated\ t}$ > t $_{table}$ or the value obtained is 8.085 > 6.243. This indicates that Ho is rejected and Ha is accepted. Thus, the results of the first hypothesis test can be said to be accepted or there is an influence of certified teachers on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency.

Table 9. Results of the Analysis of the Determination Coefficient of the Magnitude of the Influence of Certified Teachers on Teacher Performance

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.592[a]	.351	.345	.15779

a. Predictors: (Constant), Guru Bersertifikasi

b. Dependent Variable: Kinerja Guru

(Sumber, data diolah melaui SPSS, 2026)

Based on the results obtained, it can be said that certified teachers have a fairly strong relationship with the performance of public elementary school teachers in Pulau Rimau District, Banyuasin Regency. The Standard Error of the Estimate (Standard Deviation) shows how much variation in the predicted value. In this study, the standard deviation value is 0.15779. The smaller the standard deviation number, the higher the quality of the resulting model. In accordance with the coefficient of determination analysis, this analysis is used to measure how much influence the independent variable has on the dependent variable in percentage form. This is explained in the table above, which shows that the coefficient of determination R Square (R^2) is 0.351, which indicates that the influence of certified teachers on the performance of public elementary school teachers in Pulau Rimau District, Banyuasin Regency is 35.1%.

Table 11. Results of Partial Simple Linear Regression Analysis Coefficients of the Influence of Teacher Professionalism on Learning Quality

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.907	.282		6.761	.000
	Profesionalisme Guru	.405	.086	.393	7.696	.000

a. Dependent Variable: Kinerja Guru

Sumber, data diolah melaui SPSS, 2026)

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Based on the results of the second hypothesis test, the results of the simple regression coefficient as shown in the table above, show that the results of the constant coefficient are 1.907 and the coefficient for X_2 is 0.405. Thus, the simple linear regression equation becomes $\hat{Y} = 1.907 + 0.405 X_2$, or if seen separately, the relationship between variables X_2 and Y is 0.405 + 1.907. This equation is then used to explain the influence professionalism Teacher to performance Public Elementary School Teacher in Pulau Rimau District Regency Banyuasin . The results of this study through the second hypothesis test, it was found that the $_{\text{calculated t value}}$ was 7.697. In the hypothesis testing criteria, if $_{\text{the calculated t}}$ is greater than the t_{table} then Ha is accepted, but if otherwise, then Ha is rejected. To determine the t_{table}, it is searched with α = 5% : 2 = 2.5% (two-sided test) and with degrees of freedom (df) calculated as nk, namely df = 123 - 2 = 121 (where n is the number of samples and k is the number of independent variables). With a two-sided test (significant = 0.005), the t_{table} obtained is 6.761. Based on the existing explanation, $_{\text{calculated t}}$ = 7.697 > t_{table} = 6.761, then $_{\text{calculated t}}$ is greater than t_{table}. This shows that Ho is rejected and Ha is accepted. Therefore, it can be said that partially there is an influence professionalism Teacher to performance Public Elementary School Teacher in Pulau Rimau District Regency Banyuasin .

Table 12. Results of the Analysis of the Determination Coefficient of the Magnitude of the Influence of Professionalism Teacher To Performance Teacher

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.393[a]	.154	.147	.18010

a. Predictors: (Constant), Profesionalisme Guru

b. Dependent Variable: Mutu Pembelajaran

(Sumber, data diolah melaui SPSS, 2026)

Based on the results of the determination coefficient analysis, the R value in the Model Summary is 0.393. This indicates that teacher professionalism has a weak relationship with the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency. This is seen because the relationship value is between 0.200 and 0.399. The Standard Error of Estimated, also known as Standard Deviation, serves to measure how varied the predicted values are. In this study, the standard deviation value is 0.18010. The smaller the standard deviation number, the better the model used. The results of the analysis, the determination coefficient is used to calculate the percentage contribution of the independent variable to the dependent variable. This explanation can be seen in the table above, where the determination coefficient value R Square (R^2) is recorded at 0.154. This shows that the magnitude of the influence of teacher

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professionalism on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency is 15.4%.

Table 13. Results of Simultaneous Multiple Linear Regression Analysis (F-Test)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.915	2	.957	42.162	.000[b]
	Residual	2.725	120	.023		
	Total	4.640	122			

a. Dependent Variable: Kinerja Guru

b. Predictors: (Constant), Guru Bersertifikasi, Profesionalisme Guru

(Sumber, data diolah melaui SPSS, 2026)

Based on the results of the third hypothesis test, using multiple regression analysis, the calculated F value shown in the table above was 42.162. The provisions for testing the hypothesis are if the calculated F > F table , then the alternative hypothesis is accepted. However, if the calculated F < F table , then the alternative hypothesis is rejected. Referring to the F table with a significance level of 0.05 and a numerator degree of freedom of 2 (calculated based on the number of independent variables) and a denominator degree of freedom of 123 (calculated from the number of samples minus the number of independent variables, then subtracted by one), this number can also be found using the Excel program by entering the formula = FINV (0.05, 42.162) in an empty cell, which produces the number 1.915 (Prayitno, 2018). From this information, we can see that the calculated F value = 42.162 > F table = 1.915. Because the calculated F > F table , then the simultaneous hypothesis in this study can be accepted, which indicates that there is influence Teacher certified and professional teachers together towards performance of public elementary school teachers in Pulau Rimau District, Banyuasin Regency .

Table 14. Results of the Analysis of the Determination Coefficient of the Magnitude of Teacher Influence Certified and Professional Teacher To Performance Teacher

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.642[a]	.413	.403	.15070

a. Predictors: (Constant), Profesionalisme Guru, Guru Bersertifikasi

b. Dependent Variable: Kinerja Guru

(Sumber, data diolah melaui SPSS, 2026)

Based on the results of the determination coefficient analysis, the R number in the Model Summary is 0.642. This shows that simultaneously the determination coefficient analysis of the magnitude of the influence of certified teachers and teacher professionalism together has a strong relationship to the performance of public elementary school teachers in Pulau Rimau District,

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Banyuasin Regency. This is seen because the value of the relationship is between 0.600 and 0.799. The Standard Error of Estimated, also known as Standard Deviation, serves to measure how much the predicted value varies. In this study, the standard deviation value is 0.15070. If the standard deviation number is smaller, the model used is better. The results of the analysis, the determination coefficient is used to calculate the percentage contribution of the independent variable to the dependent variable. This explanation can be seen in the table above, where the determination coefficient value R Square (R^2) is recorded at 0.413. This shows that certified teachers and teacher professionalism together have a strong influence on the performance of public elementary school teachers in Pulau Rimau District, Banyuasin Regency by 41.3% , while the rest is influenced by other factors not mentioned in this study. This means that in this study it can be said, the more teachers who have teacher certificates or certified teachers and teachers in implementing learning are more professional, the better the performance of public elementary school teachers in Pulau Rimau District, Banyuasin Regency will be.

Based on the research findings, researchers can describe the percentage of influence of each variable as follows.

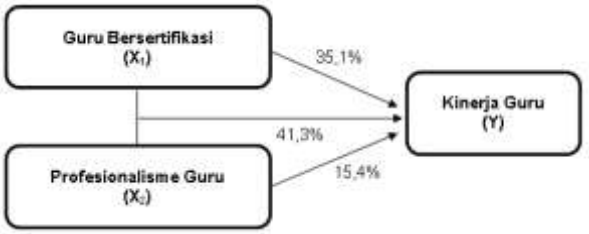


Figure 1. Contribution of the Magnitude of Influence Between Variables (Source: SPSS Data Processing, 2026)

Based on the results obtained, as seen in the image above, the magnitude of influence varies for each variable. This can be explained as follows.

1. The influence of certified teachers on the performance of public elementary school teachers in Pulau Rimau District, Banyuasin Regency is 35.1%.
2. The influence of teacher professionalism on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency is 15.4%.
3. The influence of certified teachers and teacher professionalism together on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency is 41.3%.

The more teachers who have teacher certificates or are certified teachers and the more professional teachers are in implementing learning, the better the performance of elementary

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school teachers in Pulau Rimau District, Banyuasin Regency will be.

DISCUSSION

Results from study This can it is said that in each variables own influence either partially and simultaneously . As the results obtained can it is said that : 1) there is influence Teacher certified performance of public elementary school teachers in Pulau Rimau District, Banyuasin Regency ; 2) there is influence professionalism Teacher performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency ; 3) there is influence Teacher certified and professional teachers together with the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency . Explanation from results study this , researcher discuss as following .

Discussion of the Influence of Certified Teachers on Teacher Performance

Based on the results of the study through the first hypothesis test using the t-test statistical analysis, the $_{\text{calculated t value}}$ reached 8.085. To test the hypothesis, we use the criteria that if $_{\text{the calculated t}}$ exceeds the t_{table} , then Ha is accepted. Conversely, if $_{\text{the calculated t}}$ is less than the t_{table} , then Ha is rejected. To find the t table, we look at the significance level α = 5% which is divided into two, namely 2.5% for a two-sided test, with degrees of freedom (df) calculated using the nk formula, so df = 123 – 2 = 121, with n as the number of samples and k as the number of independent variables. In a two-sided test, for a significance level of 0.005, the t_{table} is obtained at 6.243. Thus, based on this information, the $_{\text{calculated t}} > t_{\text{table}}$ or the value obtained is 8.085 > 6.243. This indicates that Ho is rejected and Ha is accepted. Thus, the results of the first hypothesis test can be said to be accepted or there is an influence of certified teachers on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency.

Based on the findings of the research on the coefficient of determination analysis using simple linear regression, the R value in the Model Summary was 0.592. This indicates a fairly strong influence between the two certified teacher variables on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency. This is known from the correlation value listed in the table which shows the correlation coefficient is in the range of 0.400 to 0.599. This can be said that certified teachers have a fairly strong relationship with the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency. The Standard Error of the Estimate (Standard Deviation) shows how much variation in the predicted value. In this study, the standard deviation value is 0.15779. The smaller the standard deviation number, the higher the

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quality of the resulting model. In accordance with the coefficient of determination analysis, this analysis is used to measure how much influence the independent variables have on the dependent variable in percentage form. This is explained in the table above, which shows that the value of the coefficient of determination R Square (R^2) is 0.351, which indicates that the influence of certified teachers on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency is 35.1%.

Teaching is a profession whose position or job requires specialized skills. The duties of a teacher as a profession include: educating, teaching, and training. Educating means developing life values, teaching means passing on and developing science and technology, while training means developing students' skills. In the learning process, a teacher is required to have a teaching certificate as proof of their government-recognized teaching abilities and professionalism. Regulation of the Ministry of Education, Culture, Research, and Technology Number 54 of 2022 concerning in-service teacher educator certificates states that teachers are professionals. As professionals, teachers are required to have an academic qualification of a Bachelor's degree (S-1) or Diploma IV (D-4) in a field relevant to the subject they teach and master the competencies of a learning agent.

Certification is mandatory for teachers as educators, as evidenced by possessing a teaching certificate through a government-regulated competency test. Tilaar (2022) explains that certification is the process of granting a competency certificate or letter of recommendation as recognition of a person's ability to perform a job after passing a competency test. Improving teacher competency is essentially just one aspect that plays a role in improving teacher performance and motivation, thereby improving the quality of education. Kristiawan (2019) similarly stated that a teacher's status can be proven with a teaching certificate, indicating recognition that the teacher functions as an educator. According to Sarimaya (2021), a certification program is a program that provides certificates to teachers who have met a number of requirements to become professional teachers.

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recognition that the teacher functions as an educator. According to Sarimaya (2021), a certification program is a program that provides certificates to teachers who have met a number of requirements to become professional teachers.

Regarding certification, Muslich (2022) explains that certification is the process of granting teacher certificates to teachers who have met certain requirements, namely having academic qualifications, competence, physical and mental health, and having the ability to realize national education goals, accompanied by an increase in decent welfare. Similarly, Samani (2023) stated that mastery of teaching and education along with learning tools is carried out systematically, both through portfolios and training or PLPG. The objectives of certification are (1) to determine the suitability of teachers to carry out their duties, (2) the learning process and outcomes, (3) teacher welfare and (4) increasing dignity. Professional competence is assessed by physical evidence of academic qualifications, education and training, teaching experience, planning and implementation of learning, academic achievements, and the work of professional bearers. The in-service teacher certification pattern is carried out in two ways, namely portfolio and training.

Relevant previous research also strengthens the researcher's suspicion to study certified teachers, but does not influence the results of this study, such as the study examining certified teachers examined by Aripin, et al. (2020), where the results of this study explain that principal supervision affects the performance of teachers at Madrasah Tsanawiyah Negeri 1 Palembang. With principal supervision, teachers strive to improve the quality of their learning. Certification and principal supervision together affect the performance of teachers at Madrasah Tsanawiyah Negeri 1 Palembang. In this study, the researcher can conclude that there are similarities and differences between previous researchers and the current study, namely both examining teacher quality. Meanwhile, the differences between previous and current research lie in the objects used as sources of research data and the research location.

Study other about Teacher certified in detail by Ristianey et al. (2021) titled, "The Effect of Teacher Certification and Work Motivation on Teacher Performance." The results of this study indicate that both partial and simultaneous effects of Teacher Certification and Work Motivation on Teacher Performance exist. This study shares similarities with the current study, in that both examine teacher certification and teacher performance. However, the difference lies in one of the supporting variables.

Based on the results obtained, researchers can conclude that the more teachers who have certification, the better the performance of SDN teachers in Pulau Rimau District, Banyuasin Regency.

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Discussion of the Influence of Teacher Professionalism on Teacher Performance

The results of this study through the second hypothesis test, it was found that the $_{\text{calculated t value}}$ was 7.697. In the hypothesis testing criteria, if $_{\text{the calculated t}}$ is greater than the t_{table} then Ha is accepted, but if otherwise, then Ha is rejected. To determine the t_{table}, it is searched with α = 5% : 2 = 2.5% (two-sided test) and with the degrees of freedom (df) calculated as nk, namely df = 123 - 2 = 121 (where n is the number of samples and k is the number of independent variables). With a two-sided test (significant = 0.005), the t_{table} obtained is 6.761. Based on the existing explanation, $_{\text{calculated t}}$ = 7.697 > t_{table} = 6.761, then $_{\text{calculated t}}$ is greater than t_{table}. This shows that Ho is rejected and Ha is accepted. Therefore, it can be said that partially there is an influence professionalism Teacher to performance Public Elementary School Teacher in Pulau Rimau District Regency Banyuasin .

Based on the results of the determination coefficient analysis, the R value in the Model Summary is 0.393. This indicates that teacher professionalism has a weak relationship with the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency. This is seen because the relationship value is between 0.200 and 0.399. The Standard Error of Estimated, also known as Standard Deviation, serves to measure how varied the predicted values are. In this study, the standard deviation value is 0.18010. The smaller the standard deviation number, the better the model used. The results of the analysis, the determination coefficient is used to calculate the percentage contribution of the independent variable to the dependent variable. This explanation can be seen in the table above, where the determination coefficient value R Square (R^2) is recorded at 0.154. This shows that the magnitude of the influence of teacher professionalism on the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency is 15.4%.

To be a qualified teacher is a teacher who is able to create learning tools, manage learning, be able to develop themselves or follow developments in the world of education so as not to miss information and master the teaching materials according to the field they are engaged in. To become a teacher must have certain qualifications or competencies. Explained by Zahro (2022) that teacher competence is the ability and authority of teachers in carrying out their profession, while professionalism means special qualities and behaviors that are the characteristics of professional teachers, teachers are also expected to be able to carry out KBM an integral and reciprocal activity between teachers and students in instructional situations.

Regarding the professionalism of teachers in carrying out their duties as educators, they certainly need several supporting materials to be able to carry out these duties, such as the

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availability of infrastructure to support teaching needs. As explained by Hernawan (2022), in the world of education, learning resources can be positioned as a supporting element for student success, known as learning achievement. The success of learning implementation in schools must be evaluated comprehensively, including by evaluating the quality of the learning process and outcomes. Overall, understanding the basic concepts of learning will not be complete if it stops at the definition or process. Essentially, the learning process is characterized by changes in overall behavior, including cognitive, affective, and psychomotor aspects.

Teachers' professionalism must be demonstrated throughout the learning process. Consistent with Suharsaputra's statement above, teachers must fulfill three missions during the learning process. These three missions are known as *the three missions* . Zahroh (2022) defines these *missions* as the professional mission *,* the humanitarian mission *,* and the civic mission *.* Rochman (2020) argues that teachers are the ones who directly interact with students, transferring knowledge *and* technology *,* while simultaneously educating *them* with positive values through unparalleled guidance and role models. The role of teachers in education is crucial, as their responsibility extends beyond transferring knowledge *and* internalizing values *to* students.

Previous relevant research on teacher professionalism was researched by Destiniar (2020) who stated the results of his research that: 1) There is an influence of teacher professionalism on the performance of teachers of Public Junior High School Sub Rayon 16, Sukarami District, Palembang City. 2) There is an influence of Principal Supervision on the Performance of Teachers of Public Junior High School Sub Rayon 16, Sukarami District, Palembang City. 3). There is an Influence of Teacher Professionalism and Principal Supervision on the performance of Teachers of Public Junior High School Sub Rayon 16, Sukarami District, Palembang City. In this study, researchers can conclude that there are similarities and differences carried out by previous researchers with the current research, namely both studying Teacher Professionalism and Teacher Performance. while researchers conducted research on the Influence of Certified Teachers and Teacher Professionalism on the Performance of Public Elementary School Teachers in Pulau Rimau District, Banyuasin Regency.

Other researchers who studied teacher professionalism were studied by Nabela, et al (2021), where the results of this study explain that: (1) there is an influence of teacher professional competence on teacher performance in Public Junior High Schools in West Prabumulih District; (2) there is an influence of work motivation on teacher performance in Public Junior High Schools in West Prabumulih District, and (3) there is an influence of teacher professional competence and work motivation together on teacher performance in Public Junior High Schools in West

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Prabumulih District by 64.2%, the remaining 35.8% is influenced by other factors not included in the variables in this study. This study has similarities with the current study, namely both examining teacher professionalism, while the researcher conducted this research, the researcher can conclude that there are similarities and differences carried out by previous researchers with the current study, namely both studying Teacher Professionalism and Teacher Performance. while the researcher conducted research on the Influence of Certified Teachers and Teacher Professionalism on the Performance of Public Elementary School Teachers in Pulau Rimau District, Banyuasin Regency.

Based on the results obtained, researchers can conclude that the more professional teachers are in carrying out their duties, the better the performance of elementary school teachers in Pulau Rimau District, Banyuasin Regency.

Discussion of the Influence of Certified Teachers and Teacher Professionalism on Teacher Performance

Based on the results of the third hypothesis test, using multiple regression analysis, the $_{\text{calculated F value}}$ shown in the table above was 42.162. The provisions for testing the hypothesis are if $_{\text{the calculated F}} > F_{\text{table}}$, then the alternative hypothesis is accepted. However, if $_{\text{the calculated F}} < F_{\text{table}}$, then the alternative hypothesis is rejected. Referring to the F_{table} with a significance level of 0.05 and a numerator degree of freedom of 2 (calculated based on the number of independent variables) and a denominator degree of freedom of 123 (calculated from the number of samples minus the number of independent variables, then subtracted by one), this number can also be found using the Excel program by entering the formula = FINV (0.05, 42.162) in an empty cell, which produces the number 1.915 (Prayitno, 2018). From this information, we can see that the $_{\text{calculated F value}} = 42.162 > F_{\text{table}} = 1.915$. Because $_{\text{the calculated F}} > F_{\text{table}}$, then the simultaneous hypothesis in this study can be accepted, which indicates that there is influence Teacher certified and professional teachers together towards performance of public elementary school teachers in Pulau Rimau District, Banyuasin Regency .

Based on the results of the determination coefficient analysis, the R number in the Model Summary is 0.642. This shows that simultaneously the determination coefficient analysis of the magnitude of the influence of certified teachers and teacher professionalism together has a strong relationship to the performance of public elementary school teachers in Pulau Rimau District, Banyuasin Regency. This is seen because the value of the relationship is between 0.600 and 0.799. The Standard Error of Estimated, also known as Standard Deviation, serves to measure how much

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the predicted value varies. In this study, the standard deviation value is 0.15070. If the standard deviation number is smaller, the model used is better. The results of the analysis, the determination coefficient is used to calculate the percentage contribution of the independent variable to the dependent variable. This explanation can be seen in the table above, where the determination coefficient value R Square (R^2) is recorded at 0.413. This shows that certified teachers and teacher professionalism together have a strong influence on the performance of public elementary school teachers in Pulau Rimau District, Banyuasin Regency by 41.3% , while the rest is influenced by other factors not mentioned in this study. This means that in this study it can be said, the more teachers who have teacher certificates or certified teachers and teachers in implementing learning are more professional, the better the performance of public elementary school teachers in Pulau Rimau District, Banyuasin Regency will be.

A teacher must be able to create a positive learning environment to ensure the quality of learning . Teaching is not just about transferring knowledge, but also about experience and exemplary interactions during the learning process. A teacher can be said to be performing well if he or she carries out his or her duties professionally and thoroughly, while adhering to their core duties. As explained by Rusyan (2022), who states that performance is a key factor in the success of a teacher. The teacher's role is to carry out the learning process both in and outside the classroom, in addition to carrying out other activities, such as carrying out school administration and learning administration, providing guidance and services to students, and carrying out assessments. Furthermore, Zahroh (2022) defines performance as a reflection of the overall way a person sets their achievement goals.

Mulyasa (2023) stated that performance Teachers are a learning process as an effort to develop existing activities into better activities, so that the educational goals that have been set are achieved well through learning activities carried out by teachers in accordance with the targets and goals.

According to Law Number 141 of 2018 concerning teacher performance, it is stated that professional educators with the main task of educating, teaching, guiding, directing, training, assessing, and evaluating students in early childhood education through formal education, elementary education, and secondary education. The law explains that teachers are professional educational personnel whose work is different from others, because it is a profession, so special abilities and expertise are needed in carrying out their duties and functions.

Thus, a teacher is a professional and knowledgeable individual who imparts his knowledge to others, thereby improving the quality of his human resources. Therefore, teacher performance

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is related to the tasks of planning, managing learning, and assessing student learning outcomes (Mulyasa, 2023). As a planner, a teacher must be able to design learning that is appropriate to the conditions in the field; as a manager, a teacher must be able to create a conducive learning climate so that students can learn well; and as an evaluator, a teacher must be able to carry out assessments of the process and outcomes of student learning.

Previous relevant research on teacher performance was examined by Alhusaini, et al. (2020) entitled, "The Influence of Work Motivation and Work Discipline on Teacher Performance." The results of this study explain that: 1) there is a significant influence of work motivation on teacher performance, 2) there is a significant influence of work discipline on teacher performance, 3) there is a significant influence between work motivation and work discipline on teacher performance. This study has similarities with the current study, namely both examining teacher performance. Furthermore, what differentiates it is that the current study examines the Influence of Certified Teachers and Teacher Professionalism on the Performance of Public Elementary School Teachers in Pulau Rimau District, Banyuasin Regency.

Damayani et al.'s (2020) research explains the results of their research that: (1) there is a significant influence between principal leadership on teacher performance; (2) there is a significant influence between work motivation on teacher performance; and (3) there is a significant influence together between principal leadership and work motivation on teacher performance. The results of this study are concluded to have similarities with the current research, which is examining principal leadership and teacher performance. The difference is that the current research examines the Influence of Certified Teachers and Teacher Professionalism on the Performance of Public Elementary School Teachers in Pulau Rimau District, Banyuasin Regency.

Based on the results obtained, researchers can conclude that the more teachers who have certification and are professional in carrying out their duties, the better the performance of SDN teachers in Pulau Rimau District, Banyuasin Regency.

CONCLUSION

Based on the results obtained in study this , okay from analysis processing through distribution questionnaire given to 123 respondents at the location research , namely at SDN Pulau Rimau District Regency Banyuasin , researcher conclude as following .

1. There is an influence Teacher certified to performance Public Elementary School Teacher in Pulau Rimau District Regency Banyuasin . Meaning the more Lots Teacher certified , then

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the more good performance too Public Elementary School Teacher in Pulau Rimau District Regency Banyuasin .

2. There is an influence of teacher professionalism on performance Public Elementary School Teacher in Pulau Rimau District Regency Banyuasin . Meaning more professional teachers in carry out the task, then the more good performance too Public Elementary School Teacher in Pulau Rimau District Regency Banyuasin .

There is an influence of certified teachers and teacher professionalism together on performance Public Elementary School Teacher in Pulau Rimau District Regency Banyuasin . Meaning the more Lots Teacher certified teacher will more professional in carry out tasks and deliver influence to performance Public Elementary School Teacher in Pulau Rimau District Regency Banyuasin .

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