



Motivation and Competence of Lecturers in improving Student Learning Achievement Elementya

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Abstracts: Motivation and competence will determine the quality of learning that will affect student achievement. In the ongoing learning process to achieve the expected results, students must have learning motivation and competent lecturers. This study aims to determine the motivation and competence of lecturers in improving student learning achievement. This research uses qualitative research with a literature review approach that examines more deeply and precisely about the research topic by observing, reviewing, assessing and interpreting previous research through relevant books and journals. The results showed that lecturers have a high key role in improving the quality, relevance, efficiency and achievement of student learning. Lecturers must optimally prepare their competence, because after all the competence of lecturers will reflect good performance as well. Lecturers who have competence must be able to motivate students with a variety of the latest knowledge and relevance in real life. Students who are motivated to learn will automatically improve student achievement. It can be concluded that the motivation and competence of lecturers can improve student achievement.

Keywords: Motivation, Competence, Learning Achievement, Literature Review Study

INTRODUCTION

Education plays an important role in advancing the life of the nation. In the world of education, achievement becomes the main thing and becomes a measure of one's success during learning. Learning achievement is the level of success of a student / student who has been achieved individually or in groups that have been determined in the education program (Hamdani, 2011). Satisfactory learning achievement is the hope of all students, but the learning achievement achieved by a person is influenced by many factors, including internal factors which include physiological and psychological, and external factors which include the environment both family, peers, and so on.

Students who are interested in certain lessons will tend to listen and understand the lecture material provided and have a positive impact on learning achievement (Simatupang, 2022). Students who are interested and enjoy learning or learning something will produce good academic achievement. However, to realize students who excel requires motivation from educators. Every educator must have motivation in carrying out their duties as a teacher.

Learning motivation from lecturers can determine the learning achievement of Elementya students. Lecturers who are able to provide learning motivation can encourage someone to do something so as to achieve goals. If students have high learning motivation that comes from internal, then it will produce high learning achievement as well. A student can achieve good achievement when he feels happy and interested in being actively involved in every lecture and in completing assignments given by lecturers (Yuli Alam, 2017).

In addition, the competence of lecturers also determines the quality of students or students who are taught, namely Elementya students. Lecturers who have high competence successfully carry out their duties professionally. In 2008, Dikti has implemented lecturer certification to see how the ability and quality of lecturers. One of the indicators that can be seen from the quality of lecturers is the high learning motivation and student achievement. Lecturers who have high competence in learning will design learning strategies that then produce students who like to learn, have motivation and produce high learning achievement..

Implementation in the learning process, motivation problems are often the cause of low student interest in the learning activity process. Learning motivation becomes a driver of students' psychological aspects that can generate learning activities, ensure the continuity of learning activities, and provide direction for learning activities to achieve optimal goals (Arianti, 2019). Students prefer a lecturer's learning style that is relaxed, interesting and not pressured, so that student understanding and achievement in learning the subject will increase. In addition, lecturer competence is also a learning problem today. Many lecturers are considered not to have competent expertise in teaching students in the classroom. This lack of competence is also the reason for the low achievement of students in the elementary school.

LITERATURE REVIEW

Motivation is the desire within a person to carry out tasks or achieve certain goals. Hakim (2006) motivation is the drive, effort and desire that exists in humans to power or encourage a person's behavior to carry out tasks well within the scope of learning. Meanwhile, Robbins (2006) describes motivation as a process that determines the intensity and persistence of efforts to achieve goals.

Lecturer competence is an individual characteristic that exists and becomes part of a person's stable personality. Competence has conditions that can be empirically predicted and proven to be the cause of success (Bell, 2010). Lecturer competence is related to professionalism, which means lecturers who have competent abilities. Lecturer competence is defined as the possession of mastery, skills and abilities demanded by one's position (Uno, 2007).

Learning achievement is all skills or changes in the level of behavior achieved through the learning process based on achievement tests conducted and produced through the learning process. Learning achievement needs to be maximized properly to obtain optimal achievement. Purwanto (2006) many factors affect learning achievement, as follows:

1. Internal factors
Maturity/growth, intelligence, motivation, intelligence, motivation and personality.
2. External factors
Family/household, teachers, environment and effective teaching methods as well as social motivation.

METHODS

The research method uses Qualitative with Literature Review Approach, which is a search for national and international literature. In the initial stage, we searched for as many journals as possible and then reviewed them using the keywords "motivation and competence of lecturers in improving student learning achievement". Qualitative research with a literature review approach will provide output on the data provided, and describe the

results of the research by compiling and making discussions that are relevant to the content of the problem to be studied. Researchers search for many books and journals so that they can be used as the main foundation in research for content and discussion.

RESULT AND DISCUSSION

Based on the results of the journals that have been collected and analyzed by the author, the motivation obtained is in accordance with the theory of Abraham Maslow, learning motivation in a person is influenced by several factors, including:

- a. Students' views on themselves;
- b. One's self-esteem;
- c. Dreams or hopes;
- d. Wants and Needs;
- e. Achievements made.

To realize a comfortable and enjoyable learning process, lecturers must create a comfortable learning atmosphere as well. This can be created by filling the classroom atmosphere with interesting stories and not monotonous, so that students will be more interested and interactive during the learning process. The results of research on students found that lecturers have a major contribution in generating motives in students in the learning process. In lectures, lecturers are only placed as providers of academic knowledge, even though the scope is wider than that, the lecturer's job is also to provide learning motivation to students to encourage a higher learning spirit..

Research by Sudarjo & Suyitno (2020) student learning motivation makes a positive contribution to the learning achievement of Accounting students at the University of Education Indonesia. Lecturers who have active actions to motivate students during learning will increase their enthusiasm for learning and then produce student learning achievements. Munaya et al., (2019) a student who has high motivation to seek and study knowledge will follow and absorb learning well and this can be realized through a driver, namely an individual who can lead to continuity of learning in a better direction and have high learning outcomes as well, thereby accelerating the results to be achieved..

The research results of this literature review study also show that competence can improve student learning achievement. Student competence is determined by competent teachers as well. Lecturers as educators determine the success of education, if their competence is good, the information conveyed is also easily understood by students and will unconsciously improve student learning achievement (Sri Kustiyati, 2017)..

Lecturers are also required to have the competence to plan learning including their ability to teach, plan, communicate learning, the media used, planning student achievement assessment for teaching needs (Majib, 2008). Proper planning from lecturers also requires qualified competence. This lesson planning is to identify the needs of students and how the right strategy to achieve these goals (Suryobroto, 2002). Munaya Rahman et al., (2019)

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Lecturers must have high competence. Lecturer competence can be seen from several lecturer feedback evaluations (Takrim & Mikkael, 2020), namely:

1. Readiness to provide material during lectures
2. Regularity and orderliness of organization during lectures
3. Ability to liven up the class atmosphere
4. Clarity of presentation of material and answering questions in class
5. Utilizing learning media and technology

6. Providing feedback on assignments
7. Suitability of exam material with lecture objectives
8. Ability to explain lecture material
9. Ability to give relevant examples of the concepts taught
10. Ability to explain the relevance of the field taught to other fields
11. Ability to explain the material is related to life
12. Mastery of the latest issues
13. Authority
14. Decision making
15. Setting an example in attitude and behavior
16. Fair
17. Has high emotional intelligence
18. Tolerance

Research conducted by Rizal Syaifuddin & Fitrayatai (2011) students majoring in Economic Education at Surabaya State University who were studied as samples showed the results that motivation and lecturer competence have a balance that can affect student learning achievement. Learning achievement can be achieved optimally if these two factors can run optimally or in good condition during learning, so that students have no difficulty in the learning process.

Elis Mediwati (2010) lecturer competence is important and must be considered, because the lecturer is the first person to directly relate and deal in the learning process with students. Lecturer competence determines the quality of the implementation of the Tridharma of Higher Education. One of the elements of lecturer competence, namely pedagogical competence, lecturers play a role in building students' learning abilities by generating learning motivation which is decisive in increasing effort and learning success.

If students have competent lecturers, they will provide and bring good examples for their students and will create conducive learning. Mansur (2008) learning motivation and competence will always develop activity and creativity in the learning process. Research by Winarsih (2008) student satisfaction is very low towards learning and is due to the competence of lecturers who are not qualified and the expected competencies are not achieved..

CONCLUSIONS

Based on the results of the literature review regarding the motivation and competence of lecturers in improving student learning achievement, the following research results were obtained:

Lecturers have a high key role in improving quality, relevance, efficiency and student learning achievement. Lecturers must optimally prepare their competence, because after all, lecturer competence will reflect good performance as well. Lecturers who have competence must be able to motivate students with a variety of the latest knowledge and relevance in real life. Students who are motivated to learn will automatically improve student achievement. It can be concluded that the motivation and competence of lecturers can improve student achievement..

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