

## COMPETENCE OF EDUCATORS IN THE QURAN (THEMATIC INTERPRETATION APPROACH)

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### ABSTRACT

*Education in Islam is global acclimatization, which includes authoritative teachings, and the educator is not only an educator but is appropriate acclimatization to Islamic teachings. Students have strong abilities so that they can realize their respective capacities. Then educators are one of the most urgent components in an education system. Because educators are a connecting line to achieve the goals set by students and other related components. educators have muhtasyam degrees. Educators are expected to be good examples and can provide role models for students and can foster and encourage students in achieving their goals.*

**Keywords:** *educator and the Koran*

### INTRODUCTION

The noblest creature created by Allah SWT is Human. Allah SWT created humans in the best possible form, both physically and psychologically, and with optimum capacity and potential through education. (Muhaimin: 2008) The word of Allah SWT in the Qur'an:

لَقَدْ خَلَقْنَا الْإِنْسَانَ أَحْسَنَ

Meaning: *"Indeed, We have created man in the best of forms.* (Surat At-Tiin: 4)

The most perfect creature in terms of the potential of the reason is human. Thus, humans cannot be separated from the world of education, namely being a delegation of education. In other words, humans are human beings who are always involved in the mechanism of education, for others or themselves. (Sukardjo: 2009)

This can all be realized with the escalation of competence for a teacher and Education Personnel. Until now, the problems of educators and education personnel have received less attention. Scientists are more focused on discussing the curriculum, while the problems of educators and education staff are very fundamental than problems of curriculum and other elements of education. No matter how complex a school is, no matter how good the education system is, if

there are no qualified educators and education personnel, the goals of education cannot be achieved.

In essence, the educator is an individual who is considered essential in education because the educator is a subject in the mechanism of Islamic education and teaching. That way the education mechanism cannot run properly if there are no competent educators. An educator has a goal in Islam that is educational, by developing all the abilities of students, both their cognitive, affective, or psychological abilities. These three abilities must be developed to the maximum. (Ahmad: 1992)

An educator has the main task in the world of education, namely perfecting, purifying, and bringing the minds of their students closer to Allah SWT. This is all because of a very important goal in Islamic education, namely getting closer to Allah SWT. If an educator cannot instill the value of worship in his students, then an educator can be said to be unsuccessful in carrying out his duties as an educator, even though his students are doing well in school. Therefore, it is very necessary for an educator who has character and has good religious spirituality to form educated offspring. (Roestiyah: 2002)

As for what causes the quality of education in Indonesia to be below, it is because an educator does not get used to utilizing the potential or abilities of his students. An educator often demands his students, without observing the potential of their students, and the abilities of their students. An educator needs to understand what a student needs. Not even demanding something that can make students discouraged in a teaching and learning process. A good education mechanism is to give a child the freedom to be creative. All of this must be done as much as possible to change the way of thinking of students who are not directed. Not only that, one of the causes of the weakness of our education is the lack of creativity of an educator in nurturing their students, they only focus on the curriculum. Thus giving birth to a weak educational process. They only follow the program that has been made by the government without having to think about what is needed by the community. Thus education cannot provide graduates who are creative and imaginative.

## **DISCUSSION**

### **Understanding of Al-Qur'an Perspective Education.**

Within the framework of Islamic education, educators are also called Murabi, Mu'allim, Muadadib, Mudarris, Muzakki, and Ustadz.

#### **a) Murabbi**

The word Murabbi is the final form of Al Fail. The first comes from the word Raba, yar bu, which means Zad and Nama (Growth and Development). Then comes the word Rabiya, Yarba which means to grow and become big. And finally, it comes from the word, Rabba Yarubbu

which means to improve, control, direct, maintain, and maintain. (Bisri, 1999)

The word rabbi can be found in the Qur'an surah al-Isra 'verse 24, namely:

وَاخْفِضْ لَهُمَا جَنَاحَ الذَّلِيلِ مِنَ الرَّحْمَةِ وَقُلْ رَبِّ ارْحَمْهُمَا كَمَا رَبَّيْتَنِي صَغِيرًا

*And humble yourself towards both of them with compassion and say, "O my Lord! Love them both as they both taught me when I was little.*

The word "Rabba" is used in reciting the Name of Allah SWT because Allah is an Educator, and gives trials.

Murabbi has many meanings, namely 1) Educating students so that their abilities are increasingly developed; 2) Guiding students to improve their abilities 3) Developing the potential of students from small to reach the level of maturity in thinking; 4) Confronting all elements of education to achieve educational goals 5) Motivating the growth and development of students 6) Obligation of child care mechanisms; 7) Develop the morals of students 8) There is love like parents themselves to students 9) Educators who are competent, respectable, and efficient in improving the personality of students

From some of the definitions above, we can conclude that murabba as educators have 4 obligations to students, namely: a) Maintaining the Fitrah of Students to Adults; b) Improving all abilities to achieve goals, c) Conducting education one by one. (Ramayulis, 2009)

#### **b) Navigator**

The origin of the word Muslim is *al fi'i Al Madi 'Allama mudari'yu'allimu* which means to be taught and those who teach. mu'allim also comes from the word Al Haifa from 'Allama which means Teacher. The word Muslim is mentioned in the Qur'an Surah Al Baqarah [2] verse 151, namely:

كَمَا أَرْسَلْنَا فِيكُمْ رَسُولًا مِنْكُمْ يَتْلُوا عَلَيْكُمْ آيَاتِنَا وَيُزَكِّيكُمْ وَيُعَلِّمُكُمُ الْكِتَابَ وَالْحِكْمَةَ وَيُعَلِّمُكُم مَّا لَمْ تَكُونُوا تَعْلَمُونَ

*As We have sent to you an Apostle (Muhammad) from among you who recites Our verses, purifies you, and teaches you the Book (Al-Qur'an) and Wisdom (Sunnah), and teaches what you do not know.*

From some of the meanings above, we can conclude that Mu'allim is someone who can build insight into the souls of students in the form of inspiration, knowledge, and skills. Muslim is someone who has potential beyond the potential of his students, so they are given the trust to be able to foster and guide to achieve the expected goals.

#### **c) Mu'addib**

Maddie comes from the word *Al Ismal Fail* and the meaning 'Addaba' which means to educate. Meanwhile, Maddie is someone who guides. In Wazan Fi'ulsulasi Mujarrad 'Aduba, namely 'Adaban which means Polite, good character. al-'adabu means Modesty. (Munawwir, 1984)

According to Mu'addib's language, it is giving morals and guiding. (Yunus, 1990) Behavior in our routine activities is often interpreted with morals, ethics, and character. A civilized person is usually referred to as a good and moral child. In the Kitab Al mu'jam Al wasit, the word mu'addib has the meaning (1) ta'dib which means to form, discipline someone is behaving (2) Guiding and fostering someone to behave politely; (3) Educate, order, renew, discipline, and give action. (Al-Wasit)

Meanwhile, according to the term mu'addib is an educator whose function is to improve the conditions for studying a student so that students can behave and have morals according to norms, and are polite in society. (Ramayulis, 2009)

#### **d) Mudarris**

According to the language, the word mudarris comes from Arabic, namely *Sigah Al-Ism Al-Fa'il from Al-Fi'l Al-Madi Darras* . Which means to teach, mudarris can also be interpreted as an educator, teacher. (Munawwir, 1987) according to another meaning of the word is a form of Al-fi'l Al-Madi Sulasi Mujarrad, Mudarris comes from the word Darasa, Mudari'nya Yadrusu Masdarnya Darsan, meaning that he has studied, studied, and learned. (Yunus, 1990)

According to the term Mudarris is someone who has academic attention, information, and updates on science and his abilities continuously, and always tries to shape students into smart children, reduce the level of stupidity of students, and guide skills according to the abilities, wishes, and talents of children. educate. (Muhaimin, 2005)

### **Definition of Educator Competence**

A teacher must have good education, skills, teacher certification, physical and mental health, and be able to obtain the skills required by the National Education Goals. In-Law no. 1 of 2005, competence is a set of knowledge, skills, and behavior that must be lived, controlled by a teacher in carrying out his professional functions. (UUD: 2005)

The ability to use English is a skill in competence and potential. (Jen:2015) competence is a set of Knowledge, Behavior, and Skills that must be possessed by a teacher to achieve educational goals. Competence means potential in solving problems according to the work given to an individual.

Competence is a representation that will be made by an individual in a job and can see the work model, they can carry out a job. To be able to do it all, a person must have the Competence of Knowledge, Attitudes, and Skills related to the field of work. (Daryanto: 2013)

The basic principles of competence are the intellectual and physical capacities needed to be able to do work and the skills gained from education. Competence also has a relationship with the Standard which a person's

competence can be obtained through guidance and education. An educator can be called competent if he has knowledge, skills, and attitudes that are by the standards and rules that are determined and recognized by the public.

Radio argues that, Teacher Competence is proficiency in Knowledge, Skills, Values , and Attitudes that are reflected in the habit of thinking and acting in carrying out the Teacher Profession. (Saefudin: 2010) Competence is a requirement that must be possessed by educators to carry out their work effectively and efficiently. Meanwhile, according to Gordon, there are 6 perspectives in terms of competence, namely Knowledge, Understanding, Ability, Values, Attitudes, and Hobbies. (Malaysia: 2013)

So it can be concluded that competence is the expertise of an individual including knowledge, skills, and attitudes that can be obtained through guidance and training and can be useful for individuals and society.

If we try to refer to the guidelines of the Qur'an, the skills that must be possessed by an educator are closely related to someone who can become an educator in the Qur'an, *namely* Allah SWT who has a very broad Knowledge (Al'alim) and creator, this is a sign that An educator must be someone who is constantly exploring and innovating new things. Other characteristics are understanding the sincerity of someone who believes in it, understanding what is good and what is not, and being able to know the c method in guiding his people. We can see this in qs Al Alaq, Al-Muzzammil, and Al-Muddatsir. Then an educator in the Qur'an is the Prophet, Muhammad. Where Allah SWT appointed him to form the ummah through da'wah, we can see this in qs al muddatsir which finally succeeded in various ways, including loving, giving good samples, and solving problems faced by someone. Furthermore, the two parents who always guide their children so that they do not duplicate Allah, fear Him, carry out the prayer, Amar Ma'ruf Nahi Munkar, this is explained in Surah Luqman (31) verses 12-19.

And the last one is someone else, namely the arrival of Prophet Khaidir who speculated that Prophet Musa could not be patient, because of his knowledge. So that the Prophet Moses was appointed to be patient and would not ask questions before being explained.

### **The Concept of Teacher Competence Contained in Surah Al-Qalam**

In analyzing the contents of Alqalam one to four, the author describes the characteristics of competencies that educators must-have, namely:

- 1) Understand and use information technology, and communicate in terms of individual development or needs in learning. This competence is described in qs Al Qalam verse 1

ن وَالْقَلَمِ وَمَا يَسْطُرُونَ

*Nun, for the sake of kalam and what they wrote.*

letter ن "If it is understood, no one can understand it except Allah SWT, and other letters that are produced such as Fawatihis Suwar. however, various commentators interpret the meaning of the sentence. mam also thinks that Nun is ink. Not only that, but Hamka also assumes that nun is Dawat (ink). a kind of pen used in writing. This is by the word of Allah SWT in the Qur'an Surah Al'alaq verse 4 which means: "And your Lord is the most gracious, who teaches (humans) through the medium of kalam. (Hamka: 2002)

According to Ibn Kathir, the word 'wal qolami' (by the word) means for the sake of the pen used in writing. As the Word of God Almighty, namely "He who teaches with qalam" (sura Alqalam verse 4). Wa al-qalam (by the pen) is the first promise of God (qasm) in the Qur'an which was revealed after the first five verses: Iqra' bi ismi Rabbikalladzi Khaliq, halaqa al-Insana min alaq, qiran warabbuka al-Akram, ballads, Allama bi al-qalam, Allama al-Insana maa lam ya' lam.

In the interpretation of Misbah, al-Alam means a certain pen or any writing instrument, including a computer. Some argue that al-Alam is a kind of pen, for example, a pen used by angels to record good and bad destiny. the bad things are done by his people.

Scholars think that all types of writing tools, including computers, are the most appropriate assumptions because they are aligned with the word Iqra (read). Allah also swears by the uses and advantages that are obtained from the Pen. Thus there is a cue to always read because of the many uses that can be obtained through reading.

Promises are taken to give confidence to must aim, that the words spoken may be the least in the world, but oaths sometimes have different meanings, namely reminding the interlocutor or listener of what is used. Swearing is something great, valuable, and useful. Thus, we must think and ponder so that it can be a lesson and teaching in our activities. Allah explained that the pen was very great and very important, to the point that Allah SWT took an oath with it. Through the Pen, an individual can remember the teachings of Allah's Religion which were conveyed to His Apostle, and write down all the newly discovered knowledge of Allah. With pen and ink, someone can broadcast happy and sad news to family and friends. Through the Pen, one can develop and guide his people. (Ahmad: 2007)

2) Must have high patience, self-confidence, courage, enthusiasm, sincerity, and always be optimistic in carrying out the duties of an educator. The above expertise is shown in the second sentence of Surah al-Qalam

مَا أَنْتَ بِمَجْنُونٍ

*By the grace of your Lord, you (Muhammad) are by no means crazy.*

This verse was revealed as a comfort to the Prophet Muhammad when the polytheists hurt him. In one of the narrations, it is said that the Quraysh infidels accused the Prophet. Like an insane person, they call like the devil. Thus, this verse was given as a counterpoint to their words.

Prophet Muhammad SAW apart from being an Apostle he is also a teacher for his people. Therefore, anyone who wants to become an educator, must dare to take all the risks they will face, including insults and criticism from students or society. (As- Shabuni: 2001)

- 3) Have a strong sense of responsibility and have a strong work spirit in their duties as educators. This skill is illustrated in the 3rd verse of Surah al-Qalam

وَإِنَّ لَكَ لَأَجْرًا غَيْرَ مَمْنُونٍ

*And verily, you will surely have a great reward that will never fail.*

Several commentators studied and interpreted this verse until several interpretations emerged, namely; Whoever teaches something honors, for him the reward, and the reward for the one who teaches it until the Day of Resurrection does not reduce the reward of the person who taught it. We can imagine how many people were taught by the Prophet SAW, etc.

- 4) Have a soul like the Prophet Muhammad.  
This is by qs al qalam verse 4

وَإِنَّكَ لَعَلَىٰ خُلُقٍ عَظِيمٍ

*And verily you are of a noble character*

In another narration, it is also explained that there is no human being who has a better character than the character of the Prophet. This verse was revealed to confirm that the Prophet Muhammad had a very noble character. (Narrated by Abu Nu" aim in the books ad-Dalaail and al-Wahidi, with the sand originating from Aisha). (Nanang: 2004)

Surah al-Qalam verse 4 is a picture where the Prophet Muhammad SAW became a role model for his people. There is a noble character according to the differences expressed. If attached to the concept of competition, a teacher should have and apply a noble figure like the Prophet Muhammad. Educators must have good morals, good speech to create a balanced communication between teachers and students, with other teachers, education staff, parents, and the community.

## **TYPES OF EDUCATION COMPETENCIES**

The teacher is someone who has the right to teach and educate students, they must have good qualities and skills to try to create a learning atmosphere that changes student behavior to be slicker effectively and efficiently. Based on Law No.1 of 2005 concerning teachers and lecturers. In Article 10 Paragraph 1 it is

stated that "The capacity of educators referred to in Article 8 includes Pedagogic capacity, personal capacity, Social capacity, and Professional competence obtained through Professional Education. (UUD: 2018) To produce quality students, educators need to know the four skills that are core competencies for all educators. These four fundamental skills include pedagogical, personal, social, and work skills. The following is a description of the competence of educators:

**a) Teaching Competence**

Learning activities are a series of activities that provide learning materials for students so that they can get, understand, respond to, and improve learning materials. Educators are people who are authorized to teach and educate students, they must be able to equip students with what they need in the learning process based on the characteristics of these students. Pedagogic competence not only includes preparation, actualization, and evaluation of learning, but educators must understand pedagogical knowledge to develop effective and efficient learning methods.

Teachers need pedagogic skills so that they can correlate with students during the learning process, starting from preparation, actualization, as well as evaluation, and monitoring of learning. If teachers are not proficient in teaching skills, they may experience difficulties in learning. An educator must develop his teaching skills through collaboration with peers, collaboration with parents, empowering community resources, and carrying out a simple research in their local environment, about the transformation and development that has occurred. The characteristics of teacher capacity compared to other professions include 7 things, namely:(Peraturan RI: 2008)

- 1) Knowing the ideas, principles, and Learning Theory
- 2) Knowing and Deepening the Character of Students
- 3) Curriculum development ability
- 4) Learning activity planning
- 5) Applying pedagogical learning methods
- 6) Knowing and improving students' abilities
- 7) Learning assessment

**b) Personal Capacity**

Personal capacity is the individual's ability to represent a stable, strong, independent, wise, authoritative, noble character, self-assessment resulting from one's activities and developing sustainably. Self-character skills possessed by an educator will be imitated and become role models for their students. If the teacher has a bad character, students will also feel less happy to be in the class and can have a bad impact on the student's character. Thus, it is fundamental for an educator to have good character and be full of courage.

For the explanation above, each educator is required to have good character skills to grow the good character of their students. In addition, personality skills are also the basis of other skills. Educators not only provide



knowledge but must cultivate self-character in students. Characters that must be possessed by an educator include:

- 1) Strong character, equivalent and mature.
- 2) Discipline, Wise and Charismatic Personality
- 3) Noble character.

### **c) Social Competence**

Zoon political is a nickname that is suitable for humans, where every human being inevitably needs help from one another in all their activities. In the world of education, social aspects cannot be separated from the competence of a teacher educator, because in this 21st century, educators must be more competent in communicating both to students and parents. Communicative competence is included in the competence of educators, namely social competence. An educator is someone in the community who is considered to be able to do various things, a person who can be followed, and a person who should be followed.

#### **1) Professional Competence**

Professional ability is the potential of educators in mastering broad teaching materials, being able to foster students, achieving educational standards. Professional competence can be seen from the ability of teachers to dynamically monitor the growth of science and technology through independent learning and contemplative actions. Professional competence is the potential of educators in carrying out their work by the rules and standards of professional ethics. Professional competence can be carried out by those who have the expertise, thus professional educators are educators who understand the teaching materials that will be delivered to students to meet competency standards. (Suetjipto: 2000)

Given the strategic role of educators in all efforts to improve the quality and effectiveness of education. To develop the quality of the teaching profession, it can be carried out in various methods, including by holding upgrading, seminars, further education, in-service education, comparative research, and various other academic activities.

## **FACTORS THAT CAUSE THE LOW COMPETENCY OF TEACHERS**

Budi trikoryanto stated that there are several problems in our education in Indonesia, namely: the quality of teachers, the education system is hampered and educational institutions need to be improved. According to him, to be able to produce quality students, a competent educator is needed. Then according to him the capacity of educators in Indonesia is very below average.

Syarifudin Yunus also argues that there are several causes for the low ability of educators, namely:

- 1) The suitability of science in terms of education. In schools, some so many educators teach fields of study that are not by their majors. all of this happened because of the shortage of educators in some subjects.

- 2) An educator's degree is not the same as a literacy. Therefore, the scientific standards possessed by an educator are not sufficient to teach their field of study. There are very few educators with a bachelor's degree who do not receive a formal education, which creates "problems" in terms of pedagogy.
- 3) Continuous professional development (PKB) for teachers is still weak. Many of the educators who do not care about innovation, do not want to expand to improve their knowledge and teaching skills.
- 4) Recruiting educators is not efficient.

Educators have very fundamental roles and obligations in the education system, not only teaching and educating students, but educators must also show their authority to students, authority, and knowledge. Therefore, a teacher must be aware of his position in the field of education and society, because in general educators are always the foundation in any field.

### **Duties and Responsibilities of Educators in the Qur'an**

Education in Islam is not only teaching but a framework that contains noble values for the progress of students. The orientation is by the orientation of Islamic teachings, but in the end, students have many opportunities to realize their potential to the fullest. (Sulaiman, 2000). According to Alghazali, the main task that must be possessed by an educator is to complete, clean, and purify the human soul so that they are responsible before God. Here are some things about educators:

a. According to Abd al-Rahman al-Nahlawi, educators have the following duties: 1) purifying, namely acting as a Cleaner, Sustainer, and carrier of human nature, 2) Internalizing and transforming knowledge and religious values for the people.

b. The opinion of the scientist Abdul Nasih. Science has a broad influence on character development and human liberation.

اِبْعَثْ لَا لَوْا لِيَهُمْ اَيْتَاكَ لِمُهُمُ الْكِتَابِ الْحَكْمَةَ اِنَّكَ اَنْتَ الْعَزِيزُ الْحَكِيمُ

This verse explains that a great educator does not just explain science, but more than that, they carry out their duties to maintain human sanctity based on the above verse. The duties of an educator according to al-Nahlawi are:

- 1) Cleaning task. educators must improve and purify the character of students to further increase faith and piety
- 2) The mission of an educator must provide a variety of knowledge and experience to students.
- 3) Mandatory to maintain Iraq
- 4) Always do the things that are prescribed by religion
- 5) One must guard the Noble morality.
- 6) Doing useful things in your spare time
- 7) Always learn and never feel ashamed to receive knowledge from others

It takes diligence, research, composition, and attention to the skills and expertise required for this.

## **CONCLUSION**

With the explanation above, it can be concluded that an educator has a very big responsibility towards his students, not only teaching and educating science, but also must be able to shape the personality of students so that they always have faith and fear of Allah SWT.

An educator must also have competence in educating and teaching, to produce quality students. Among the competencies that must be possessed by an educator are pedagogic competence, personal competence, social competence, and professional competence.

Several factors cause the low competence of an educator, including the incompatibility of knowledge with the field of study being taught, a non-linear degree of an educator, lack of continuous professional development, and the recruitment of unprofessional educators.

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