

# Epistemology of Teacher Personality Competencies Novel Guru Aini by Andrea Hirata

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## Abstract

In the world of education, teachers play a leading role in realizing educational goals and ideals. Teachers must have competence, including teacher personality competence. On the other hand, the current teacher problem is very complex. Teachers should improve themselves to be able to improve the personality competence of a teacher. Teachers as role models for their students must have a complete attitude and personality that can be used as an idol role model in all aspects of their lives. Personality competency is related to the appearance of the teacher as an individual who is disciplined, has a good appearance, is responsible, has commitment and is a role model. Exploring teacher personality competencies can be done using various media, one of which is through literary works in the form of novels. The novel *Guru Aini* by Andrea Hirata is one of the literary works (that literary works are portraits of life: data) which raises the theme of the life of a teacher. The aim of this research is to find out in depth the personality competence of the teacher in the novel *Guru Aini* by Andrea Hirata using a theoretical approach. philosophy of science, namely from an epistemological perspective. This research is library research, namely the data needed to complete the research is obtained from the library in the form of books, encyclopedias, dictionaries, journals, documents, magazines and so on. The results of this research show that in the novel *Guru Aini* there is an identification of teacher personality competencies, namely: (a) teacher personality competencies which include noble, steady, stable and mature morals, being a role model, religious, authoritative, as well as a sense of pride in being a teacher and trusting self.

**Keywords:** Epistemology, personality, teacher, novel *Guru Aini*.

## 1. Introduction

The existence and presence of Philosophy of Science, which is a branch of philosophy that has been developed by the Western world since the 18th century. In relation to education, philosophy does not only contribute in the form of principles of philosophical thinking in solving various educational problems. However, there are also other aspects of philosophy that can be used to help formulate educational problems. Education is a process. It's not a spontaneous, one-off activity. As a process, education is basically a series of programmed, directed and continuous activities. The educational process involves many elements, namely 1). Direction or goal of education, 2). Curriculum and educational materials, 3). Tools and methods used in education, 4). Educational interaction, 5). Educational environment, 6). The presence of students, and 7). There are educators. Because the duties and responsibilities of education are so heavy and broad in scope, the education process should not be given or handed over to just anyone. In the world of education, teachers are a very dominant factor. Teachers play a leading role in realizing educational goals and ideals. Therefore, teachers should have competence so that their services are optimal and adequate to develop students' potential optimally.

The quality of education is influenced by the personality of the teacher who has the intensity of his interactions in the school environment. In this way, the teacher's patterns, behavior and movements that are reflected by the teacher as an individual become a perception of personality for students. Students who directly perceive the teacher's personality can build and connect as a communication space that creates and causes changes in the environment itself. On the other hand, the current teacher problem is very complex. There are teachers who commit immoral acts such as violence in the form of slapping students, impregnating students, corruption, murder, and other negative behavior. Every day the news about teachers in a negative sense increases and makes people doubt this person who is known as an unsung hero. If left unchecked, this worrying social condition will result in the disaster of increasingly rampant moral decadence. To end moral damage while building national morals, it is necessary to improve the character and personality of teachers who are healthy and tough. From teachers who are healthy and have a strong character, students' morals are rehabilitated, nurtured, and then their achievements are improved. Teachers and students with positive character will open the doors to education and workshops for a dignified life.

Based on these teacher problems, teachers should improve themselves to be able to improve the personality competence of a teacher. Teachers as role models for their students must have a complete attitude and personality that can be used as an idol role model in all aspects of their lives. Personality competency is related to the appearance of the teacher as an individual who is disciplined, has a good appearance, is responsible, has commitment and is a role model. For example, the teacher's personality; When a teacher meets other people on the street, he smiles, is kind to the poor, and loves his students. This is done by teachers with complete awareness without coercion and is carried out continuously in various activities when interacting with their environment. The basis of his behavior is not only because he is a mirror for students but also because of the teacher's commitment to duty, obedience and love for Allah which then emerges in his attitude and behavior in front of his students and society. Personality is a distinctive pattern of behavior and way of thinking, which determines a person's adjustment to their environment, which implies the existence of consistent behavior carried out by individuals in various situations as a result of the interaction between a person's personality characteristics and the social and material physical conditions of their environment, which may be controlled individually, internal or externally controlled.

Exploring teachers' personal and social competencies can be done using various media, one of which is through literary works. Literary works are essentially the embodiment of life, the result of the writer's observations of the life around him. Authors in creating literary works are based on the experiences they have gained from the realities of life in society which occur in roles or figures in the real world and express them in the form of literary works. One form of literary work is the novel. Novels have stories that provide an understanding of the lives of various people and also the problems that involve them. The novel *Guru Aini* by Andrea Hirata is one of the literary works that focuses on the life of a teacher. This novel provides a message and understanding about a teacher who has personality and social competence in carrying out his role as a teacher. Ideas about teachers' personality and social competence in the novel *Guru Aini* by Andrea Hirata include; A teacher must have a noble heart, have a mature attitude in aspects of his life, have the ability to interact with the community around him, and be able to become a figure worthy of admiration and imitation for both his students and their environment.

According to Rachman, *Guru Aini's* novel contains good morals. Latif also stated the same thing, in the novel *Guru Aini*, Andrea Hirata provides a moral message conveyed in direct and indirect criticism related to solidarity between people, the importance of togetherness in society, and regarding forms and forms of self-development in following developments. era that continues to develop. According to Zulhan, *Guru Aini's* novel consists of 4 types of educational values, namely religious education values, moral education values, social education values and cultural education values. The novel *Guru Aini* by Andrea Hirata is very thick with relevant aspects of life in the world of education. Especially regarding the personality and social competence of a teacher. This is where researchers are interested in studying the novel and making it into research. The focus of the problem in this research is the Personality and Social Competence of Teachers in the Novel *Guru Aini* by Andrea Hirata.

## **2. Research Methods**

The data collection method is the most strategic step in research, because the aim of the research is to obtain data. In this research, researchers used the documentation method. The documentation method is carried out by searching for and collecting library materials in the form of someone's writings, images or monumental works. This documentation was used by researchers to obtain data regarding the personality and social competencies of teachers contained in the novel *Guru Aini* by Andrea Hirata.

This research is a type of library research, namely the data or materials needed to complete the research are obtained from the library in the form of books, encyclopedias, dictionaries, journals, documents, magazines and so on (Hadi, 1990). In this content analysis technique, data is analyzed in stages: (1) reading the text; (2) retrieval of texts that are relevant to the research objectives; (3) data presentation; and (4) formulation of conclusions (Suriyati et al., 2021). Then, to obtain valid data, data source triangulation techniques are used, namely by contrasting one data with two to three other data from different sources (Octaviani & Sutriani, 2019).

Data analysis according to Bogdan and Biklen, is defined as an effort made by working with data, organizing data, sorting it into manageable units, synthesizing it, looking for and finding patterns, finding what is important and what will be studied, and deciding what that can be told to other people. The data analysis used by researchers in this research is content analysis, namely research carried out on information documented in recordings, whether in the form of images, sound or writing.

### **3. Results and Discussion**

#### ***3.1. Understanding Epistemology***

Judging from etymology, the term epistemology comes from the Greek, "Episteme" and "Logos". Episteme means knowledge, while logos means theory, description and reason. Thus, epistemology can be interpreted as a theory of knowledge or theory of knowledge. Meanwhile, Dagobert D. Runes in his book Dictionary of Philosophy believes that the word epistemology comes from the word episteme plus logos, theory. From this root word, the term epistemology can be formulated as a branch of philosophy that investigates the authenticity of understanding, structure, methods and validity of science (Amien, 1983).

Harun Nasution defines epistemology as a science that discusses what knowledge is and how to obtain that knowledge. The point is that epistemology aims to study everything related to knowledge and is studied in depth (Nasution, 1973).

Questions that we can ask in the epistemological realm include the following:

1. What is the process that allows knowledge to be gained in the form of knowledge?
2. How does this work?
3. What things must be paid attention to so that we get knowledge correctly?
4. What is called truth itself?
5. What are the criteria? What tools/methods/techniques help us gain knowledge in the form of science? (Eternal, 2016)

#### ***3.2. Epistemology of Teacher Personality Competencies***

Epistemology is a science that discusses what knowledge is, and how to obtain that knowledge. The point is that epistemology aims to study everything related to knowledge and is studied and studied in depth (Nasution, 1973).

According to Spencer & Spencer, competency is an ability that stands out in an individual as a characteristic that is related to effective performance in a job or situation. In another definition, competency is a person's ability which includes knowledge, skills and attitudes, which can be realized in real work results that are beneficial for themselves and their environment.

In Syaiful Sagala's view, competence is a combination of knowledge, attitudes and skills which are manifested in actions. Competency is related to the ability to adapt to a new work environment, where someone can carry out their duties well based on their abilities.

Ahmad Fauzi mendefinisikan kepribadian sebagai keseluruhan pola tingkah laku, sifat-sifat, kebiasaan, Ahmad Fauzi defines personality as the overall pattern of behavior, traits, habits, skills, body shape, and other psycho-physical elements that always appear in a person's life. This is done because there are unique characteristics that only that person has. According to Zakiyah Darajat, personality is something abstract, difficult to see in real terms, can only be known through the appearance of actions and words when facing a problem. Personality includes all elements, both physical and psychological, so it can be seen that every action and behavior of a person is a reflection of a person's personality.

In the National Education Standards, the explanation of Article 28 paragraph (3) point b states that what is meant by a teacher's personality competency is a personality ability that is solid, stable, mature, wise and authoritative, being a role model for students, and having noble character. As a role model, teachers must have a personality that can be used as a profile and idol for students. Therefore, the personality competence of a teacher is the basic capital for the person concerned in carrying out their duties professionally.

Teacher personality competency includes attitude, noble values, personality as an element of behavior in relation to ideal performance in accordance with the field of work based on educational background, improvement, ability and training, as well as the legality of teaching authority.

### **3.3. Novel Guru Aini by Andrea Hirata**

The novel *Guru Aini* tells the story of a teacher's struggle to teach a child who has a low economic level, but dreams of becoming a doctor so he can cure his sick father. Desi Istiqomah is a D3 mathematics teacher graduate who holds the title of best graduate. Desi was then appointed as a state employee and had the opportunity to choose an area where he would teach, but Desi instead chose a remote island in Sumatra called Tanjung Hampar, which at that time was not even on the map of Indonesia.

Desi thinks that being a teacher in a remote area can lead him to prove that being a teacher is freedom. Freedom to share knowledge, insight and develop dreams, without caring about society's low opinion of teachers. Views such as teacher salaries, how society appreciates teachers, and so on. Desi felt like he had failed as a teacher because his students really didn't like mathematics in the slightest. However, Desi remains persistent in fulfilling his goal of eradicating ignorance. Until one day he had a student named Aini. Aini was a student who did not understand mathematics at all from elementary school until she entered high school.

The novel *Guru Aini* by Andrea Hirata consists of 25 parts, each of which is of course interconnected. The first part begins with the subtitle *Best Graduate, then continues Do you look like a Mathematics Teacher?, Shoe Oath, Mathematics, World Intellectual Disaster, Debut of Awaludin and Group 9, Steadfast Teacher, Ready to Take All Risks, Give Me Last Year, 40 Billion Years, Hysteria, Don't Mess Up When You Talk, Curse of Binary Numbers, Steady Boi!, Best Teacher, How Can You Forget Something You Never Knew?, Defending My Teacher, My Father Is My Responsibility, Teacher Aini, The Most Beautiful Poetry, Because I'm Not Afraid Again, Talented Both, Courage, Independence, Danger of Doubt, and the final subtitle is the Right to Education.*

Andrea Hirata Seman Said Harun was born on Belitung Island on October 24 1982. He is known as a novel researcher whose works have been adapted for the big screen and musical theater. Andrea Hirata is a Bachelor of Economics graduate from the University of Indonesia. After completing his undergraduate studies at UI, he received a European Union scholarship to study a Master of Science at the Universite de Paris, Sorbonne, France and Sheffield Hallam University, United Kingdom. In 1997, Andrea Hirata officially became an employee of PT Telkom. His intention to write down his inspiration's devotion was revived when he became a volunteer for tsunami victims in Aceh. When he saw houses, schools and various buildings collapsing, his memories of his childhood solidified his heart to write his beloved teacher's struggle into a literary work. Then Andrea Hirata succeeded in writing the novel *Laskar Pelangi* in just three weeks.

His name skyrocketed with the success of his first novel, *Laskar Pelangi*. The novel later became a best-selling novel. Andrea Hirata has received so many awards. Some of them are awards from the Khatulistiwa Literary Award in 2007, Aisyyah Award, Paramadina Award, Netpac Critics Award, and so on. Successful with the tetralogy novel, Andrea Hirata entered the world of film. The novel *Laskar Pelangi* was adapted to the big screen in 2008. This film became the most phenomenal film that year. Towards the end of 2009, Andrea Hirata together with Miles Film and Mizan Production released the sequel, *Sang Pemimpi*.

### **3.4. Epistemology of Teacher Personality Competencies in the Novel Guru Aini by Andrea Hirata**

In relation to the discussion regarding the epistemological review of teacher personality competence in the novel *Guru Aini* by Andrea Hirata, the question we can ask is what are the criteria/indicators of teacher personality competence in the novel *Guru Aini* by Andrea Hirata?

#### **a. Have noble morals/good character**

The essence of learning is behavior change. Teachers will be able to change students' behavior if they become good humans. It is difficult to produce pious students if the teacher is not pious. The character Desi in the novel *Guru Aini* is a teacher who has a noble character. This is illustrated in the following quote.

“Desi wanted to laugh but he was too tired, nauseous and dizzy to laugh. He couldn't help but smile. He received his bags and calculus books from the ship's crew. He expressed his thanks for the very impressive voyage. (Page 28).

Text analysis: One of the good characteristics is to say thank you when you get help from other people. It can be seen from the text above that Guru Desi expressed his gratitude to the ship's crew for the voyage they had passed.

“That's how Desi uses his small salary. He donated most of his salary to pay for the living and school costs of poor children. Every now and then the children who call her mother visit her.” (Page 134).

Text analysis: A generous attitude is a noble character that humans must have. The story illustrates how generous Teacher Desi is in his life, namely donating most of his salary for living and schooling needs for poor children. This also shows that Teacher Desi cares. Caring is an action to involve oneself in the surrounding conditions and prioritize people who need it more.

***b. Steady, stable and mature***

An adult person has goals and guidelines for life, namely a set of values that he believes to be true and which guide his life. Second, adults are people who are able to see everything objectively. Not much influenced by his own subjectivity. Third, people who can be responsible. Adults are people who have independence, freedom; but on the other side of freedom is responsibility. Responsibility is a moral value that shows awareness of taking the role that should be carried out. This can be seen from the quote below.

“By leaving his family, he felt he had taken the first step towards fulfilling his calling; serve.” (Page 20).

Text analysis: Even though Desi is only 18 years old, he has become a mature person. This was illustrated when Desi was persuaded repeatedly not to choose to become a teacher in remote areas, but Desi remained in his choice: to become a teacher wherever he was placed. The text above describes Desi's maturity in her determination to take steps to become a teacher, even though in her small heart she is also sad about leaving her family. This is illustrated in the following quote.

“Desi is not a sentimental person, but at that moment his eyes filled with tears. His father hugged him tightly. Desi said goodbye, then got on the bus. (Page 20)

“Unfortunately, from one class to another, new school year after another, he never found the brilliant children he hoped for. Devoting his time, energy and intelligence to Ketumbi for a goal that no one can understand. This search took her on an endless adventure from when she started teaching at the age of just 18 until now as a fully grown woman.” (Page 53).

Text analysis: The text illustrates that Desi has become a fully grown woman after she has gone through many days and experiences as a teacher in Ketumbi village.

***c. Be a role model***

The teacher's personality plays a very important role in shaping the personality of students. This is understandable because humans are creatures who like to imitate, including copying the personal example of their teacher in shaping their personality. According to Husain and Ashraf, even though students return home leaving their teacher's school or college, they still remember him in their hearts and minds, memories of the great personalities with whom they had interacted at certain times in their lives. Whether they realize it or not, students always learn from teacher figures and people they consider good. The character of Guru Desi in this case can be seen from the quote below.

“Now Aini understands why Teacher Desi always looks amazed, then doubtful, confused, then becomes very happy for no apparent reason, then looks down in reverence as if defeated and defeated, then raises both hands as if grateful. Grateful to the point of tears in his eyes. “Luckily, Aini feels like there are a few people who are able to understand Guru Desi.” (Page 224).

Text analysis: Teacher Desi has succeeded in being a good role model for her student, Aini. Guru Desi's great personality created admiration for Aini, and with that admiration, a student would be easier and able to imitate what his teacher did. Aini's admiration for Guru Desi is also reflected in the following quote.

“Aini was stunned in amazement. There was regret in his heart as to why he had only now met and talked to Teacher Desi. In a matter of minutes, he had heard the greatest sentences he had never heard in his life.” (Page 113).

“Like father like son, like teacher like student.” (Halaman 211).

Text analysis: From this quote, it is clear that Aini has succeeded in imitating her teacher, Guru Desi. In fact, it is explained in more depth about the example that Aini imitated from Guru Desi in the following quote.

"Aini also followed Master's advice to read lots of books. He wants to be like Teacher Desi, who since high school has targeted himself to read at least one thick book every week. Aini wants everything about herself to be like Teacher Desi. He imitated every movement of the Master. Desi Teacher's style is wearing the hijab, carrying a bag, talking, sitting, laughing, snapping her fingers, Desi Teacher's habit of not dressing up, habit of shouting Yai! If you feel happy, everyone imitates it." (page 240).

"I would trade any opportunity to be loved by Guru Desi." (Page 177).

Text analysis: A teacher's good example will definitely create a feeling of great affection for that teacher. Likewise, Aini, Teacher Desi's example made her want to be loved by her teacher, Teacher Desi. On another occasion, Aini even expressed her feelings that she was proud to have a teacher like Guru Desi, as in the following quote.

"I'm not as good at writing poetry as beautiful as Guru Desi. However, to the world I want to say that my name is Aini, and Guru Desi is my teacher, Guru Desi is Guru Aini. That is the most beautiful poetry in the world to me." (Page 216).

"Aini herself continues to learn from Desi teachers. No wonder, with her morale increasing as she began to understand every subject matter, Aini faced a dilemma she had never imagined before. A dilemma that made his guts shrink and cold sweat flow. Because of the strong inner connection between teacher and student, the teacher could feel Aini's anxiety, which was unexpressed." (Page 246).

Text analysis: The text shows that the morale of the students (Aini) is increasing. This happens, of course, as part of the great role of a teacher's good role model. It is also said that Aini and Guru Desi had a strong inner relationship. This indicates that Aini and Guru Desi cannot be separated from each other. This is explained again in the following quote.

"Aini was stunned in amazement because Master could always read what was in her heart, her worries, and then give her a solution. Aini smiled." (Page 248).

#### ***d. Religious***

The characteristic of religiosity is closely related to the noble character and personality of a Muslim. A teacher must be at peace in order to carry out his duties well. This peace of mind can be obtained by carrying out worship, reading the Koran, and dhikr. Knowledge will be empty and useless if it is not owned by a person who is religious and has morals. The character of Guru Desi in this case can be seen from the quote below.

"The rooms are very simple. A thin Palembang mattress is spread out on a simple wooden cot. Beside the cot lay a prayer mat. On top of the prayer mat was an open Koran which was placed on a crossed plank bench." (Page 135).

Text analysis: Religious values are a point of view that binds humans to God, the creator of nature and everything in it. Talking about the relationship between humans and God cannot be separated from discussing religion. Religion is a guide to life for humans. This happened to Teacher Desi, as evidenced by the unfolding of a prayer mat and the opening of the Koran which was placed on a crossed board bench.

#### ***e. Authoritative***

A teacher must be authoritative. This is useful so that educators are able to raise students' awareness to carry out the tasks given, not because of fear or coercion. Guru Desi's character in this case can be seen from the quote below.

"So those who are not mentally strong can feel breathless when they are near Guru Desi. Because their feelings were mixed between admiration for her beauty and intelligence, saluting the decision taken by a woman who had just turned 18 years old, from a family of very well-to-do grocery bosses, to throw herself away to a remote part of this island, and at the same time, they were excited to guess the story behind it. "3 stitches on her beautiful face." (Page 46).

Text analysis: Guru Desi has a special charm for people who know him. This is clearly seen in the quote above. People admired her beauty and intelligence, applauded the decisions she made, and were eager to guess the "story" behind the stitches on her face. A person's authority can make that person respected by those around him. This is clearly illustrated in the following quote.

"What's beautiful is that two beautiful women mathematics teachers who are idealistic, beautiful, respected and respected are still alone, because mathematics is very simple: mathematics + beauty = intimidation." (Page 131).

**f. Feeling proud to be a teacher and confident**

Self-confidence is a moral value that is shown by the growing belief that one is capable of doing something. The sense of pride and confidence in being a teacher is expressed in the following quotes.

"Desi feels big, Desi feels happy, that's how my students will be! Shout happily in your heart. His steps became more enthusiastic. "That's what my students will be like!" (Page 21).

"Desi continues to walk and feels soar every time she meets someone who calls her Mrs. Teacher. A large backpack that was heavy, loaded with books, and felt heavier on a long trip, suddenly became lighter. His smile is bright." (Page 34).

Text analysis: Self-confidence is a moral value that is shown by the growing belief that one is capable of doing something. All these quotes explain how proud Desi is to be a teacher. He also always felt confident that he now had the title of teacher. A title he has wanted all this time.

## 4. Conclusion

From the description above, it can be concluded that the criteria/indicators of teacher personality competency contained in the novel *Guru Aini* by Andrea Hirata include noble, steady, stable and mature moral values, being a role model, religious, authoritative, as well as a sense of pride in being a teacher and trusting self. The personality and social competencies of teachers contained in this novel can be used as a means of self-improvement for educators in general. Educators who have personal and social competence will make it easier to achieve educational goals. By realizing the ideals of education, the Indonesian nation will become a developed nation with virtue and noble morals.

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