

Career Commitment to the Teaching Profession

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Abstract

The purpose of this study is to review previous research findings (literature review). on career commitment in teachers, especially the influencing factors. The method used is to gather pertinent books in order to perform a literature review. This comprises readings about the importance of career dedication to the teaching profession from print and digital sources, including books, articles, and journals found in libraries. Google Scholar. In conclusion, many factors influence career commitment in teachers. Among others, organisational commitment, job involvement, job satisfaction, work values, work experience, personality, self-efficacy, work situation, encouragement offered by the organisation, contribution expected by the organisation, promotion opportunities, rewards, role clarity, work environment.

Keyword: Career Commitment, Teachers.

INTRODUCTION

When it comes to the nation's growth and success in addressing the challenges of an ever-more-modern world, education is essential. The quick development of the times is a challenge for the world of education in preparing the younger generation to face the increasingly advanced times in the future.

This is inextricably linked to the function that educators play in arranging the country's future generation to face the challenges of the future both mentally and competently. In the field of education, instructors are indispensable. They are responsible for instructing and guiding pupils in the development of their skills and potential.

Teachers are professional educators with the main task of educating, teaching and guiding, directing, training, mentoring and evaluating students at an early, basic and secondary age. Teachers have a position as professionals at the levels of primary education, secondary education, and early childhood education in formal education channels who are appointed in accordance with statutory regulations ("UU RI Nomor 14 Tentang Guru dan Dosen ", 2005).

These duties and responsibilities do not rule out the possibility of teacher problems in schools being complex, both individual teacher problems with families, with schools, students and other problems. One of the teacher's problems is inappropriate competence and career, unclear career guidance and a mismatch between what teachers do as a profession and what they receive (Kurniawati & Auliah, 2022)

Whereas teachers are also charged with involving students in active learning (Deri et al., 2023). According to information from the Ministry of Education and Culture, only 1,520,354 (52.3%) of the current active teachers are classified as civil servants (PNS). 401,182 permanent foundation

teachers (GTY/PTY), 13,328 provincial nonpermanent teachers (GTT), 141,724 district/city GTT, 3,770 central auxiliary teachers, 704,503 school honorary teachers, and 121,378 teachers from various categories make up the remaining 47.7% of the workforce. (Andina, Elga, Arifa, & Nurul, 2021)

In its development, teachers face problems. Firstly, competencies and careers are not in line with the original objectives, with many teachers who have graduated from the Educational Personnel Education Institution actually declining in competence. Secondly, career development is also unclear; many teachers end up having career problems because they do not support government policies or are involved in practical politics. Third, teachers who do not receive their rights according to the specified time (Afifah & Riana)

One's career holds significant value in their life. Career development and personal growth are closely intertwined processes. A job well-lived is one way to satisfy personal demands. Many people invest time and effort into pursuing their career goals. In the current era, organisations cannot guarantee whether workers will stay with the organisation for a long time, some workers tend to be motivated to commit to their careers rather than the organisation they work for. Individuals who are persistent and willing to expend all their energy in achieving career goals can be considered as individuals who have high career commitment. These people typically have a tendency to be open to switching organisations in order to pursue their professional goals. The attitude people exhibit in pursuing their job goals is known as their career dedication. (Ingarianti, 2017)

According to (Blau, 1985), (Niu, 2010), Ching & Kee (2012) and Goulet and Singh (2002) in (Ingarianti, 2017) A person's attitude towards his or her work or profession is called their dedication to their career. A person's commitment to their career plays a major role in their capacity to stay in one place for a long time and acquire specific skills.. A person's more autonomous approach to reaching self-improvement goals is reflected in their career dedication. Career commitment is a state that shows the extent to which a person identifies the value of the profession, work, the amount of time, and effort given to acquire relevant knowledge. Career commitment is shown by individuals through the desire to sacrifice and persevere in achieving the desired career.

A person's attitude towards their work or profession is referred to as their level of career commitment. A person's commitment to their work is a major factor in their ability to hold a position for a long time and develop specialised abilities. A person's commitment to their work reflects their more independent attitude to achieving their goals of self-improvement. A person's level of dedication to their career is demonstrated by how much they respect their work, their profession, and the time and effort they put into learning new information. People demonstrate their devotion to their careers by wanting to make sacrifices and keep going for their goals.

Teachers who have career commitment will focus and care about their career regardless of their working conditions, colleagues, and organisation. They will continue to work in the organisation, have high career satisfaction, and be motivated by the expectations and goals of their career (Cicek, Karaboga, Sehitoglu, & Yasin, 2016).

Some research on career commitment states that gender and employment status together significantly impact a teacher's career commitment. if all demographics and employment status stand alone then it does not significantly impact career commitment (Guspa & Yusra, 2023). Research (Mulyana, Izzati, Santi, Budiani, & Puspitadewi, 2023) revealed that teachers' career commitment is in the very high category. Gender shows that female teachers have higher career commitment scores than male teachers.

From this research, there are fundamental differences even though they both reveal about career commitment. One said that demographics and employment status, standing alone, did not significantly impact career commitment. According to a different survey, female teachers score higher than male instructors when it comes to career dedication. As a result, research on the subject of career commitment to the teaching profession is crucial.

METHODS

The methods both qualitative and quantitative methods were employed in this study, namely gathering pertinent material to conduct a literature review. This includes readings about the value of a career commitment to the teaching profession that can be obtained online through resources like Google Scholar and other online media, as well as books, journals, and reports that can be found offline in libraries. (Fernanda & Frinaldi, 2023)

Both qualitative and quantitative research methodologies were employed in this study, including gathering pertinent material to conduct a literature review. This includes readings about the importance of career commitment to the teaching profession that may be found in books, journals, and reports that can be found offline in libraries and online through resources like Google Scholar and other online media

RESULTS AND DISCUSSION

Reviewing the literature on the subject of career commitment in people, particularly teachers, is the goal of this study. Career commitment involves an individual's feelings about whether he is competent and will be successful in his career. It also views career commitment as the strength of a person's motivation to work in their chosen career role.

Through career commitment, individuals will be encouraged to develop their skills. Career Commitment entails setting professional objectives and identifying and assisting others in accomplishing these objectives. The degree to which an individual has no connection to the business and aspires to advance in their profession can also be gauged by their level of career commitment.

Thus, career commitment makes individuals feel attached to their careers and encourages them to be attached to their jobs. Individuals with stronger career commitment will take an active role in the organisation and create an environment that encourages their professional growth.

Existing research in various sources of both articles and books or other literature on career commitment shows the dynamics that exist. Demographic factors or employment status or gender contribute to the development of career commitment (Guspa & Lusiria, 2023) and (Mulyana et al., 2023). In more depth, some of the results of this research can be seen in the following table.

Table 1. Data Literature

No	(Penulis,Tahun)	Judul	Sumber Literature	Kesimpulan
1.	(Guspa & Yusra, 2023)	The Effects of Employment Status and Demographics on Teachers' Career Commitment	Jurnal RAP (Riset Aktual Psikologi)	Gender and employment status simultaneously significantly impact a teacher's career commitment. Partially, there is no significant impact on career commitment.
2.	(Mulyana et al., 2023)	Exploration of Teacher Career Commitment	Jurnal Psikologi Teori dan Terapan	Female teachers have higher career commitment scores than male teachers
3.	(Irina & Riasnugrahani, 2022)	Vocation, Career Commitment, and Job Attachment in Junior High School	Jurnal Psikologi Ulayat: Indonesian Journal of Indigenous	Teachers who believe their job is a calling will be more committed to their

		Teachers	Psychology	career and show a strong attachment to their job
4.	(Ingarianti, 2017)	Factors Affecting Career Commitment	Jurnal Ilmiah Psikologi Terapan	Internal and external factors influence career commitment. Internal factors comprise self-efficacy, personality, work values, work experience, organisational commitment, and work involvement. While outside variables include things like work situations which consist of the following: working circumstances, attitudes towards retirement, views on potential dangers at work, incentives provided, expected contributions, chances for advancement, and rewards.
5.	(Rizanna, Akmal, & Mulatsih, 2021)	The Mediating Variables of Job Stress and Job Satisfaction in the Relationship Between Role Clarity and Work Environment and Career Commitment	An overview of undergraduate research from Bung Hatta University's Faculty of Economics	Career commitment is positively impacted by role clarity. Defined roles reduce work-related stress. Job happiness is negatively impacted by role clarity. Career commitment is negatively impacted by job stress. Career dedication is positively impacted by the work environment. Job happiness is positively impacted by the work environment. Job stress is negatively impacted by the work environment. Career commitment is negatively impacted by job happiness. The association between role clarity and commitment is not

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| | | | | mediated by job stress. The association between work environment and career commitment is not mediated by job satisfaction. |
| 6. | (Liona & Jannah, 2022) | The Relationship Between Career Commitment and Subjective Career Success in Student Athletes | Character: Jurnal Penelitian Psikologi | Role clarity has a positive effect on career commitment, Job stress has a negative effect on career commitment, Work environment has a positive effect on career commitment, Job satisfaction has a detrimental impact on dedication to one's job, The association between role clarity and commitment is not mediated by job stress. The association between work environment and career commitment is not mediated by job satisfaction. |
| 7. | (Ariani, Wijono, & Setiawan, 2016) | The Relationship Between Psychological Empowerment and Career Commitment in Public Private High School Teachers Assisted by the Disdikpora Salatiga City | SCJOLARIA : Jurnal Pendidikan dan Kebudayaan | There is a significant relationship between Psychological Empowerment and Career Commitment. |
| 8. | (Ariani, 2015) | The Relationship Between Psychological Empowerment and Teacher Career Commitment | SCJOLARIA : Jurnal Pendidikan dan Kebudayaan | There is a significant relationship between Psychological Empowerment and Career Commitment . |
| 9. | (Noerchoidah, Aripriabowo, Nurdina, & Alfia, 2023) | Person Job Fit and Career Commitment: The Role of Work Engagement | BALANCE : Economic, Business, Management, and Accounting Journal | Personal job fit has a positive and significant effect on work engagement and career commitment. |

10.	(Guspa & Lusiria, 2023)	Differences in Career Commitment of Professional Teachers in View of Employment Status	Jurnal Neo Konseling	Gaps and distances between the employment status of the teacher that make career commitment
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Sumber : Artikel dalam Jurnal, Diolah (2024)

In a study of 10 articles, teachers who believe their work is a vocation are more committed to their careers and show strong attachment to their work. (Meirina & Dewi, 2021).

Teachers' dedication to their careers is influenced by both internal and external variables. Organisational commitment, work involvement, job happiness, work values, work experience, personality, and self-efficacy are examples of internal elements. While external factors consist of circumstances related to the workplace, such as working conditions, attitudes towards retirement, views of potential dangers, incentives provided, contributions required, prospects for advancement, and rewards. (Ingarianti, 2017).

On research (Rizanna et al., 2021) revealing the research gap, there are several things that do and do not affect career commitment. The things that influence are role clarity and work environment. Things that do not affect or have a negative effect or do not mediate teacher commitment are job stress and job satisfaction. This is in line with research (Liona & Jannah, 2022) where role clarity role clarity and work environment affect performance. Meanwhile, job stress and satisfaction have no effect or have a negative effect or do not mediate career commitment.

These other factors also affect career commitment, namely, psychological empowerment and the gap and distance between employment status (Choiriyah, Devi, Sanjaya, Dewi, & Rahmah, 2021) and (Guspa & Lusiria, 2023). Meanwhile, personal job fit has a favourable and substantial impact on work engagement and career dedication; nevertheless, this is only applicable to instructors who work as lecturers at Surabaya's private universities. (Noerchoidah et al., 2023).

CONCLUSION

Career commitment in teachers does not stand alone, many factors influence it. Namely,

Organisational commitment, job involvement, job satisfaction, work values, work experience, personality, self-efficacy, work circumstances, such as pay scales, attitudes towards retirement, views of potential hazards at work, incentives provided, contributions expected, prospects for advancement, incentives, roles that are clear, and work environment.

Although there are many factors that influence career commitment, this study has created a research gap. This will open up opportunities for future researchers to conduct further research.

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