

The Influence of Lecturer Pedagogic Competence, Discipline, and Pastoral Assistance on the Moral Quality of STB HKBP Students in Laguboti

Darna Situmorang¹, Andar Gunawan Pasaribu², Ibelala Gea³

Institut Agama Kristen Negeri Tarutung

Website: <https://www.iakntarutung.ac.id/> - Website stb dan email stb

Email: mail@iakntarutung.ac.id

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Abstract

The problem in this study is the moral quality of students of Bibelvrou High School (STB) HKBP Laguboti which must be improved and must be prepared as an ordination service devoted to serving women, women, and children. This study aims to determine the influence of lecturer pedagogic competence (selection of learning materials), discipline and pastoral assistance on the moral quality of STB HKBP students in Laguboti. The type of research used is quantitative research, with a population as well as a sample of students who are still actively studying at Bibelvrou High School (STB) Laguboti Toba, stambuk 2019 to stambuk 2021 totaling 127 people, using saturated sampling techniques. Data collection techniques using questionnaires. All questionnaires tested are valid and reliable. The lecturer's pedagogic competence coefficient gave a value of 0.361, the discipline coefficient gave a value of 0.475, the pastoral assistance coefficient gave a value of 0.356. The results showed that the pedagogical competence of lecturers, discipline and pastoral assistance had a positive and significant influence, both partially and simultaneously on the moral quality of STB HKBP students in Laguboti. Based on multiple regression estimates, the result $Y = 22,080 + 0.361 X_1 + 0.475 X_2 + 0.356 X_3$ was obtained. The result of the regression calculation is that the coefficient of determination (adjusted R^2) is obtained at 0.954 (95.4%).

Keywords: Lecturers' pedagogic competence, discipline, pastoral accompaniment and moral qualities.

Introduction

When we think of the word moral, what may come to mind is what is right in our way of society, because we humans are social beings created by God to depend on each other. Therefore, we as human beings are attached to be able to behave morally, especially as followers of Christ, we learn to be able to live morally Christian morals. Peter Aanggu (2005), argues that living as a Christian who is also a Christian moral will be seen in several matters concerning Christian faith, norms, basic choices, conscience, law, and sin. If you become a minister in the middle of the church, then the ideal minister is a servant who has a noble and noble character, so that he is authoritative and a channel of God's blessing and for others. The Church is longing for ministers who have good morals to be examples of devotion and obedience to God.

Likewise, with the longing of Huria Kristen Batak Protestant (HKBP) for the moral qualities that must be possessed by Bibelvrouw High School which will later blend in with the wider community, Bibelvrouw education prepares Bibelvrouw with quality learning materials. To realize quality learning, Bibelvrouw education continues to strive for developments, especially in terms of improving Human Resources such as providing opportunities for lecturers to

continue their education to a higher level, attending education and training in the hope that lecturers at Bibelvrouw High School (STB) will master competence as lecturers.

Gatut Rubiono (2017), stated that the competence of lecturers as professional educators is contained in Law of the Republic of Indonesia No. 14 of 2005 concerning Teachers and Lecturers. Lecturers must have pedagogic competence, personality competence, social competence and professional competence. The main task is to transform, develop, and disseminate science, technology, and art through education, research and community service, requiring lecturers to always develop competencies. But on the other hand, the lecturer profession is synonymous with a high workload but relatively low in terms of financial income. This is often a constraint in the form of time and cost that has an impact on competency and career development. The competence and career of lecturers are two interrelated aspects. These two aspects will affect the performance of lecturers and the development of higher education institutions. In addition, the development of lecturers' competencies and careers is also related to regulations and policies. For this reason, a synergy of various parties is needed to be able to further spur the development of lecturers' competencies and careers.

Bibelvrouw Laguboti High School wants to embody and shape moral qualities according to God's will based on John 8:11. Therefore, lecturers at STB must have good pedagogic competence in order to be able to transmit it to Bibelvrouw students. To realize this, one of the duties of lecturers as educators must be able to select the material to be taught. Even to complete Bibelvrouw studies, students must complete 144 credits, which consist of 44 morally charged credits.

We cannot deny that currently there are still many lecturers who have not maximized in selecting teaching materials that will be taught during the learning process, this is evident from the low literacy of lecturers and there are even lecturers who do not have textbooks, scientific journals and service in accordance with the teaching material they teach. Lecturers are still not serious in developing their profession. This can be seen from the fact that there are still lecturers who do not have teaching preparation and lack interest in developing their qualities. Even though lecturers are required to be able to develop teaching materials, but currently many are less enthusiastic in carrying out their profession, especially in developing teaching materials. (Ariawan, 2018)

Suriani Sinaga (July 11, 2022), said that there are still lecturers at teaching time without having clear teaching materials, even we ask that books that become literature for use cannot be given, indeed there are those who give books but the books are not exactly the same as what is taught. There are even lecturers who do not have books that are written by themselves.

This decline in productivity is unfortunate considering the many benefits obtained from the development of teaching materials. The importance of developing teaching materials is because teaching materials must be in accordance with curriculum demands, student or student characteristics, and can solve problems in learning.

Sulistyawati (2010), said the decline in the quality and productivity of lecturers in meeting the demands of developing teaching materials may be caused by problems and limitations. This relates to situations experienced by the teacher's daily personality.

This is in accordance with research conducted by Sri Yuliawati (2012), which found empirical data that showed problems that hindered the success of universities in implementing the Tri

Dharma of Higher Education, including the lack of optimal performance of educators and education staff. Currently, the implementation of the Tri Dharma of Higher Education is still not in accordance with the target. There are still many loopholes and shortcomings.

Bibelvrouw High School (STB) is a school that functions as a Women Evangelist who is ready to serve the congregation in the spiritual field, of course, must have good discipline. Discipline is a must-have because it will affect Bibelvrouw's success rate in achieving the learning goals to be achieved. Discipline is something important in learning. Bibelvrouw students who underachieve are not only caused by ability factors, but can also be caused by lack of discipline. Discipline is an attitude of obedience and compliance with applicable regulations.

Students of Bibelvrouw High School (STB) are said to have a commitment to learning if they are always eager to carry out their obligations as students. Lia Sajidah Rusydayana, Achmad Supriyanto (2020), said that learning is a process where if the learning process is good, it will produce good results as well. Discipline will help students achieve the learning goals they want to achieve. However, there are still many students who do not instill discipline in their daily lives so that life is not organized which will later feel the name regret.

Exsa Panjaitan (July 13, 2022), said that the discipline at Bibelvrouw High School (STB) Laguboti is very good and written and must be obeyed by all lecturers and students without exception, but honestly we as students are often negligent and violate these disciplinary regulations, this may be because we have never experienced very strict discipline as long as we have not joined or become Bibelvrouw students.

Maya Nurfitriyanti (2014), stated that teaching discipline is the most challenging and most appreciated part of a lecturer. But teaching discipline is a complicated virtue. Therefore, each lecturer is expected to have rules and procedures in carrying out lectures in order to achieve optimal student learning outcomes.

Lamtarida Deasy Marice, Ridhah Taqwa (2020), the improvement of moral quality can be realized by the implementation of discipline. Discipline will be created and formed through a process of a series of behaviors that demonstrate the values of obedience, obedience, loyalty, order and order.

Pastoral care for students, especially Bibelvrouw students, is needed in order to guide, care, maintain, protect, and help many people in the future. The term pastoral accompaniment in this case is a helping activity, for a reason it needs to be accompanied. The pastoral assistance of Bibelvrouw will help Bibelvrouw who is in confusion to make choices and make definite decisions, help the sick and injured Bibelvrouw to survive and overcome an event that occurred in the past, to heal holistically, outwardly and mentally, physically and spiritually, body and soul, restore/repair damaged relationships between himself and others, nurture and nurture, enabling the development of God-given potential.

However, the phenomenon that occurs in pastoral care at Bibelvrouw High School (STB) Laguboti is that those who do mentoring are not professional people, there are still sick people who need pastoral guidance but sometimes only through approach and closeness, but the real thing is that it must be a professional person.

The results of an interview with students of Bibelvrouw High School (STB) Laguboti (Lasni Sianturi, July 15, 2022), said that pastoral assistance for students at STB who have problems is

still carried out but the officers who do it are only lecturers, and the lecturers are not experts in their fields.

Likewise, Febriyana Sihombing (July 16, 2022), said that pastoral assistance should be professional people who really understand and master the duties and responsibilities as a pastoral counseling, they should be able to liberate, empower, and maintain all aspects of life that are spiritually focused, in terms of pastoral counseling assistance which is carried out more on a personal approach, prayer guidance only.

Due to the complexity and number of these phenomena, Bibelvrouw Lecturers must have good pedagogic competence so that they are able to select the material to be taught. Material selection is actually the task of a lecturer, including Bibelvrow lecturers. The assumption that assesses lecturers less serious in developing or selecting material is an assumption that needs to be observed, sometimes many lecturers do not really prepare themselves let alone to develop their potential, in terms of developing teaching materials through selecting the material to be taught is the task of a lecturer. Lecturers have a task called the Tri Dharma of Higher Education, in addition to conducting research and community service, they must also conduct education and teaching, which in teaching must select good learning materials.

Theoretical Studies

Lukmanul Hakim (2008), stated that learning materials or instructional materials are knowledge, attitudes and skills that students must learn in order to achieve predetermined competency standards.

Syaiful Sagala (2010), stated that the role of learning materials in the educational process occupies a very strategic position and also determines the achievement of educational goals, because learning materials are instrumental inputs along with educational curricula / programs, teachers, media, evaluation, and so on. Learning material is one aspect that can affect output. In other words, the quality of educational processes and outcomes can be influenced by the learning materials used. On that basis, in the education system, learning materials play an important and decisive role. The task of the teacher here is how the teacher can deliver or present the subject matter as interesting as possible, so that students are motivated to follow the teaching and learning process well and full of enthusiasm. Efforts that can be made by teachers are combining and coordinating subject matter with relevant media and learning strategies. This of course must be supported by mastery of the material or learning materials that he presents with the use of good and correct language.

Hamalik, Oemar (2009), stated that learning materials need to be chosen appropriately in order to help students optimally in achieving competency standards and basic competencies. The types of learning materials require different strategies, media and ways of evaluating. The scope and depth of learning material need to be considered to match the level of competence. The order of learning material needs to be considered so that learning becomes coherent. Treatment (how to teach / deliver and learn) needs to be chosen appropriately so as not to teach or learn it wrong (for example, it needs clarity whether a learning material must be memorized, understood or applied).

Abuddin Nana (2009: 85), stated that learning can simply be interpreted as an effort to influence a person's emotional, intellectual, and spiritual to want to learn by his own will.

Through learning there will be a process of developing religious morals, activities, and creativity of students (students) through various interactions and learning experiences. Learning is different from teaching which in principle describes the activities of teachers or lecturers, while learning describes the activities of students.

Harjanto (2007: 222), stated that there are several criteria that must be considered in the selection of learning materials, including: a) in accordance with the objectives to be achieved; b) relevant to the needs and interests of the student; c) conformity to the conditions of society and considered useful for man and his life; d) useful for mastering a discipline; e) the subject matter is arranged in a systematic and logical scope and sequence.

Wibowo, Hari (2016), To select learning materials certainly has rules or criteria, this is also an indicator in selecting learning materials. The indicators are: Valid, significance, utility, learnability, and interest.

Abuddin, Nata (2009), stated that there are a number of factors to consider in choosing learning resources. A number of such factors are: teaching program (curriculum), environmental conditions and student characteristics.

KBBI (2007), Discipline comes from the word discipline which gets the prefix to and suffix an. Discipline according to language comes from the word "Discipline" which means discipline. Discipline is obedience to respect and implement a system that requires people to submit to decisions, orders and regulations. In other words, discipline is the attitude of obeying rules and regulations that have been set selflessly.

Handoko (2008: 17), states that discipline is a very absolute thing in human life, because a human being without strong discipline will damage the joints of his life, which will endanger himself and other humans, even the surrounding nature.

Yasin, F (2013), discipline goals are of two kinds, namely: 1) The short-term goal is to get your children trained and controlled, by teaching them forms of behavior that are appropriate or that are still foreign to them; 2) The long-term goal is the development of self-control and self-direction (self-control and self-direction) i.e. in which the child can direct himself without outside influence and assumption.

According to Wibowo (2012: 101), discipline indicators are 1) arriving on time, 2) getting used to following the rules, 3) orderly dressing, 4) using facilities well.

William A Clebsch and Jaekle, Charles R (2004), stated that pastoral assistance has been widely carried out on human life situations, which aims to alleviate or help the confusion that plagues humans. Pastoral care, or the preservation of the soul, consists of relief actions carried out on behalf of the church, and which lead to the healing, accompaniment, guidance and peace of troubled persons, especially in relation to the most basic and fundamental problems of human life.

F Haarsma (2001: 10), that pastoral care is a branch of pastoral care devoted to the care of souls. The maintenance of souls, according to F. Haarsma centers on individuals and/or small groups. This is pastoral care in the broadest sense. In Latin it is called "cura animarum" which means spiritual providence, or nourishment of souls. In a narrow sense, pastoral care means the spiritual care of groups that require special attention, for example, pastoral care for the sick.

According to J. D. Engel (2007: 4), if mentoring is connected with pastoral, then mentoring is not just about alleviating the burden of suffering but placing people in relationship with God

(the transcendent) and others, in the sense of growing and chylifying people in their spiritual lives to build and foster relationships with others, experience healing and growth and restore people in relationship with God (the transcendent).

Mesach Krisetya (2008:2), in the Bible, pastoral care is often called shepherding, shepherding and caring. The term shepherd can be addressed to an individual who helps others, or addressed to someone who cares for others. Shepherd can also mean someone who shows loving care. The two functions of the shepherd's work described in the Bible are to nurture and protect the flock. The psalmist saw God as the Great Shepherd, healing the struggling souls of people, leading people to the right step, protecting against evil, and providing both physical and spiritual growth (Psalm 23).

M. Bons Storm (2005: 9), pastoral is closely related to shepherding, because the word pastoral comes from Latin which means "shepherd" ie "pastor". A pastor (pastoral is an adjective of pastor) is someone who is shepherd-like, willing to care, nurture, protect, and help others.

G. Heitink (2002: 405), defines pastoral assistance as a profession of help, a pastor or pastor binds himself in a relationship of help with others, so that with the light of the gospel and fellowship with the Church of Christ can together find solutions to the struggles and problems of faith life.

Abineno (2006: 149), The basic steps for implementing pastoral care as well as being an indicator of pastoral assistance, namely: observing, interpreting / analyzing, understanding / living feelings, responding (evaluative response-assessment) and confirming/ providing support.

Research Methods

The study was conducted at Bibelvrouw High School HKBP Laguboti, with a population and sample of students who are still actively studying at Bibelvrouw Laguboti Toba High School, from 2019 to 2021 totaling 127 people, with the Non-Probability Sampling technique chosen, namely Saturated Sampling. Data collection techniques with questionnaire distribution, which is preceded by conducting questionnaire trials, then validity and reliability tests are carried out. Data analysis techniques using classical assumption tests through (normality test, multicollinearity test, heteroscedasticity test and multiple linear regression test), hypothesis test (partial t test, and simultaneous f test) and determination coefficient test.

Research Results

The results showed that: 1) test validity with $df = 125$ and 5% significance, then $R_{table} = 0.1466$, because $r_{counts} > r_{table}$ for each question, it can be said that all statements are valid. 2) Variable reliability test X_1 (pedagogic competence of lecturers-selection of learning materials), Cronbach's value (0.934) > 0.6 , variable X_2 reliability test (Discipline), Cronbach's value (0.929) > 0.6 , variable X_3 reliability test (Pastoral Assistance), Cronbach's value (0.875) > 0.6 , variable Y reliability test (moral quality), Cronbach's value (0.714) > 0.6 . Since all variables have a Cronbach Alpha value of > 0.60 , all statements are reliable. 3) The classical assumption test with the normality test method is kolmogorov-Smirnov (KS) showing an asymp.sig value of 0.200 greater than 0.05 so it can be said that the data is distributed normally; multicollinearity test with a tolerance value of > 0.01 , and a VIF value of < 10 , then no

symptoms of multicollinearity; Test heterokedacity using the Spearman Correlation method with $\text{Sig } X_1 = 0.479$, $X_1 > 0.05$; $\text{Sig } X_2 = 0.433$, $X_2 > 0.05$, $\text{Sig } X_3 = 0.414$, $X_3 > 0.05$, because all Sig variables > 0.05 , heterokedacity does not occur. 4) Multiple regression analysis shows $Y = 22.080 + 0.361 X_1 + 0.475 X_2 + 0.356 X_3$; 5) Test the hypothesis with t test, $\text{Sig } X_1 = 0.000 < 0.05$, meaning that X_1 has an effect on Y, $\text{Sig } X_2 = 0.000 < 0.05$, meaning X_2 has an effect on Y, $\text{Sig } X_3 = 0.000 > 0.05$, meaning X_3 has an effect on Y then X_1 , X_2 and X_3 are Accepted; The F test shows a calculated F_{value} of 851,743 with $F_{\text{sig.}} 0.000$, because $F_{\text{sig.}} 0.000$ is smaller than 0.05 then H_0 is rejected, meaning simultaneously the pedagogic competence of lecturers – selection of learning materials (X_1), discipline (X_2), pastoral assistance (X_3) significant effect on the moral quality of students of Bibelvrow High School HKBP Laguboti (Y). 6) Test the coefficient of determination of its contribution to the r^2 value of 0.954, or 95.4%.

Suggestion

Lecturers need to improve pedagogic competence, by organizing campuses or lecturers attending pedagogic competence improvement seminars both nationally and internationally.

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