

TEACHER CREATIVITY IN THE ERA OF DISRUPTION

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Abstract: The population explosion which is not accompanied by an increase in quality, both competency and mental quality, makes a warning for our nation that there will be an increase in the number of unemployment. Disruptions era demands Teaching Institutions and Education Personnel to produce graduates (teachers) with high creativity personality. To be able become a creative person, someone needs to have three basic characteristics, namely being sensitive, critical and creative.

A teacher, in addition to excelling in pedagogical, professional, personality, and social competencies, must also be able to be a creative person by continuously improving self-quality, engaging and active in scientific activities that are able to inspire and build creativity, dare to something new, like a challenge. Having a high work ethic by fostering self-confidence, actualize themselves, having discipline, being responsible, thinking positively, changing habits and having a good time management. A teacher must work with pleasure, therefore the work will run from time to time without being felt, because he really enjoys the field of work he is engaged in and wants to produce a good work result.

Keywords: the population explosion, disruptions era, creativity, work ethic

INTRODUCTION

Disruptions era or era industry of 4.0 is marked by in line changes all of sudden, surprising and full of uncertainty (Anik Ghufro, 2018) has taken place in our lives since information technology has penetrated all lines of our lives, where there are many challenges faced by all countries, especially developing countries including our country Indonesia. These challenges can be either internal or external challenges. The internal challenge that needs attention is the abundance of productive age Human Resources (HR) which is a demographic bonus, according to the 2010 census of data obtained, that the Indonesian population aged between 0-9 years amounted 45.93 millions, aged between 10-19 year amounted to 43.55 millions, therefore that their number was 89.48 millions, (BPS Data in 2011), so in 2020-2054 era they become productive workers. Demographic bonuses are a challenge if most of these human resources are not competent in the world of work, so it becomes a burden of development. Even now it has been seen that even though our human resources are from a university education background, but in reality they are not or are not yet ready for work or have not been accommodated in the workforce. In fact, based on BPS Data for 2010- May 2013, the population working with D1-D3 and S1 backgrounds is only 3 % and 7% of the total productive age population. At a scientific speech in

Yogyakarta, December 24th, 2015 Republic of Indonesia Minister of Manpower Muhammad Hanif Dhakiri said that the challenge of Indonesian labor is that, for abundant labor, their employment is limited, whereas for jobs that have enough workers who meet certain qualification very few are required.

Population booming (population explosion) which is not accompanied by an increase in quality, both competency and mental quality, makes a warning for our nation that there will be an increase in the number of unemployment. This problem is very serious considering that even now we have a relatively high number of unemployed people.

As is known, some of universities in our country determine the criteria for the quality of graduates in two ways, namely rapid graduation and high GPA. This results in increasingly "simplified" students graduating with a "cheap" score as long as both of these criteria are met, without considering whether after graduation they can immediately work or not. There should be one important criterion, even the most important one that must be determined as a benchmark for the success of university, namely the ease and speed of graduates absorbed in the world of work.

The view that students who graduate quickly with high GPA are considered successful, while for students who study while developing entrepreneurial skill are underestimate, even though their lecture is also smooth with relatively good scores, it must begin to change. It is the time that university is no longer just theoretically based on science, but must also be a forum for the birth of scientist who entrepreneurial spirit (entrepreneurship), so that when graduating does not only depend on the availability of jobs for them, but when the employment is not available they are able to create his own armed with knowledge.

In this sophisticated era, students who have been declared as scholars, especially undergraduate education, must have broad insight, always try to develop their knowledge, and creatively able to find a way out of every problem they face, including finding employment opportunities if available jobs unable to accommodate themselves. Graduating with degree in education does not mean stopping learning and exploring knowledge, but rather the beginning to add other knowledge that is useful in fighting for their future.

Many fields of work that can be occupied by undergraduate education besides being a teacher but still within the scope of education, just how cleverness aims at these opportunities. How to make students have the courage to come out of the box and become a pioneer of an education-based business that is in line with the era of globalization and able to produce Indonesian people who are creative, resilient and "resilient" but still have a commendable character.

RESULTS AND DISCUSSION

a. Creative personality

Every human being has a personality that is a manifestation of a collection of values that exists within him that are displayed in the form of behavior. The dominant values that a person has will label him as a person who has good or bad personality. If the dominant values are good value, then the person will be said to have a good personalities, and vice versa. This means that people who have good personalities do not mean that they do not have bad values in themselves, but only good values are far more dominant, so that there are more good values in relation to others. The term value is the same as the term character. Value consist of a number of attitudes and a number of values form a person's personality (Ministry of National Education, 2008: 963).

According to Hayes (1989c) to be able to produce something of creative value at least someone must have intellegence at an average level (Matlin, 2007). However, most of theories agree that novelty or originality is an important component of creativity (Johnson-Laird, 2005b; Runco, 2007; Weisberg, 2006). Creative is a way of thinking that invites us out and breaks away from the general patterns that have been embedded in memory. Breaking away from something that has been patterned in the mind is not an easy job (Radno Harsanto, 2005). While according to Robert L. Solso, Otto H. Maclin and M. Kimberly Maclin (2008: 444-445) creative is a cognitive activity that produces a new view of a form of the problem and is not limited to pragmatic results (always viewed according to its usefulness). Based on the opinion of these expert, then someone who dares to get out of the mindset of people in general is a creative person, even though it is often considered a person who is "nyleneh". But in this case certainly "nyleneh" for positive things, not negative things. Walking and activity "against the flow" requires high courage and a strong foundation of confidence.

To be able to become a creative person, then someone needs to have three basic characters, namely being sensitive, critical, and creative. Being sensitive means that other people cannot see things as opportunities, but they are able to capture them as opportunities that can be taken to develop. According to the theory of investment creativity developed by Lubart & Guignard, 2004; Lubart & Mouchiroud, 2003; Sternberg & Lubart, 1995, 1996, that a creative investor buys them at cheap prices but sells them at very high prices (Matlin, 2007). It means that they produce creative idea when no one else is interested in "investment." At other times, when ideas have become popular, they move to a new creative project.

Critical means with sensitivity that is owned, then he can make the existing problem as an opportunity to find a solution with something promising and prospective. Creative means with the expertise of his mindset and based on a deep understanding of the problem that arise that were captured earlier, then his brain thinks to develop an opportunity with a touch of creativity. The idea that emerges

may be just a simple thought but able to answer the problem with the right and great shot of creativity.

As it is known, based on a survey conducted by the World Bank shows that the biggest factor of excellence of a country determined by creativity and innovation (45%), followed by networking (25%), technology (20%), and natural resources (10%). This implies that scholars as intellectuals are expected to be able to bring Indonesia into one of the superior countries through their creativity. If in the 1970s the world strategy focused on "Cost", which was a synergy of Product-Market-Finance-Productivity, then in the 1980s on "Quality", which was a synergy of Product-Market-Finance-Productivity, then in the 1990s on "Speed" which was a synergy of Cost-Quality-Time, then at this time focus on "Creativity" which was a synergy of Quality-Human Resources-Management-Technology. This means that creativity becomes something that is mandatory in us who lives in the current era, because if not then we will be crushed by time without something being produced that can be pride of our nation.

A creative person is very much needed by our nation today, because we cannot stand by waiting for the greatness of other nations, whereas we only become a reliable imitating nation, because the imitation is able to outwit its own people. We can be said to be creative, if we are the first (be the first), different (be different), funny (be funny), and better (be better). To be creative is actually not difficult, we can begin by fantasizing or expressing ideas that are not common ("nyleneh"), being on one idea for a while, taking risks, being sensitive to all miracles, curious about the truth, reading many discovery articles amazed and astonished.

As an education scholar, of course the main goal after graduation is to find a job that suits his diploma, which is to become a teacher / educator. But if this ultimate goal is not achieved due to various reasons, such as extraordinary competition with other people who are also graduates of education, it is not impossible that their competitors are their own classmates, disappointed that it turns out that being a teacher is not worth the cost of studying, then there is no regulation that prohibits us from working outside our field of expertise, provided that it is accompanied by efforts to master the new field. Are not many of our scholars who mismatch in the world of work? Now to be able to master the new field it is necessary to think creativity that is able to break through new job opportunities that are more promising. This is perfectly natural and legitimate, because every human being has the right to fight for a better life.

According to Dyers, J.H. et al (2011), 2/3 of one's creativity ability is obtained through education, the remaining 1/3 comes from genetics. The opposite applies to intelligence capabilities, namely 1/3 of education, 2/3 of the rest is genetic. Therefore intelligence-based learning will not give significant results to only a 50% increase, compared to creativity-based up to 200% (Salirawati. Das, 2015).

Creative and innovative teachers are teachers who are able to develop activities that are diverse in and outside the classroom, making simple tools /

media that can be made by their students themselves, able to create interesting learning with a touch of creativity that is always up to date, and expert in operating available equipment facilities. If the teacher is our ideal, of course we will not be tired to be creative in improving the quality of learning, for example composing own teaching materials, using interesting powerpoints, and being able to create different practical ideas from day to day.

Becoming a great student academically is not wrong, but if academic excellence accompanied by the emergence of applicative innovative ideas for the development of entrepreneurial spirit will be even greater. This is because in the future in the globalization era, it is increasingly difficult for us to get jobs, because the number of jobs available is not comparable to existing educated workers. Therefore students in the current era should not only be students of “kupu-kupu” (going home to college home), or “kura-kura” (lectures please go to college), but must be able to be involved and active in activities that are self-competency development, dare to try something new, like challenges, and are good at targeting opportunities.

b. The Importance of Having a Work Ethic.

In this disruption era, if we really want to occupy a profession as a teacher, so must be a different teacher, who is creative and innovative, in order to be able to create a learning atmosphere that is different than others. This can be reached if we can develop and have various abilities that can answer the challenges of the times, including:

1) Having public speaking skills

When we speak in front of many people, then every word and sentence must be arranged well with the flow of thinking that is correct and systematic. A clear mind, a good mood, and expertise in arranging sentences are the main capital of a teacher to be able speak fluently and successfully in front of students. In addition, intelligence and reasoning dexterity are also needed in order to be able in giving an accurate arguments and convince the students.

2) Having a lot of science reserves

Quality teachers are characterized by their desire to always add their knowledge through books, the internet, and sharing their fellow professionals through MGMP and scientific activities, such as seminars, workshops, training, and others. If want to be a quality teacher, must have a sense of "thirst for knowledge", so you don't get bored to learn and learn. The concept of lifelong learning become the main concept in the teacher plus-plus. According to Anies Baswedan (Munif Chatib, 2012: xv), the important thing that must do by the teacher is always learn to improve their quality.

3) Able to connect material with everyday life

Quality teachers must always be able to connect the subject matter taught with the real life of students. When students have difficulty accepting material that



is too abstract, the qualified teacher must be able to quickly set an example in life or illustrate and analogize with the phenomena that occur in everyday life. To be able to do this, the teacher must read a lot of books related to the subject matter, not just read a handbook that is considered "magic" or some kind of "primbon" for him.

4) Standards for applying sophistication in science and technology

A teacher is required to be able to display learning that is innovative, creative, and interesting for students in active activities. If in the current era a teacher cannot use a laptop or computer or open the internet it is very naive. How could he be a professional teacher, let alone be a quality teacher, if you just operate a laptop or computer you can't. The internet is the fastest and most complete information window that really helps us if we need information immediately.

5) Able to create challenging learning

In PP No. 19/2005 Article 19 paragraph 1 states that the learning process in educational units is held in an inspirational, interactive, fun, challenging, motivating student to actively participate. This shows that a qualified teacher is also required to be able to create learning that makes students challenged to think and use logic or reasoning. A teacher should ask more divergent questions so that students are accustomed to using logic and reasoning. Don't just ask convergent questions that only ask for short and simple answers, less involving mental processes (reasoning).

6) Able to create fun learning

At present in various countries it is actively developing fun learning (joyful learning), which is to create learning conditions in such a way that students become at home in the classroom because learning is enjoyable and meaningful. Fun learning is a learning model recommended in Law No. 20/2003 Article 40. In fact, this is not realized by some teachers, they think students do not need to be brought in to create a pleasant learning atmosphere, because for him the most important thing is that students master the material by means of serious learning.

7) Able to be a good example of character

Anies Baswedan in Munif Chatib (2012: xv), teachers are leaders in the class who must be able to provide good examples for their students. Many examples can be given by the teacher, from how to talk to behavior, from simple things to complex things (Salirawati, Das, 2015). The way the teacher reprimands students who cheat, how the teacher is dressed, the way the teacher treats his students must be an example of their students. According to Bass & Avolio (1994: 3) a teacher is required to have a very high moral and ethical standard in doing everything that is right and can be replicated (Salirawati. Das, 2015).

8) Work Ethic Tips

To be able to foster a high work ethic, there are several tips that can be done, namely:

a) Grow confidence

It is important for everyone to have confidence, including those of us who are teachers, because only with confidence can we improve performance and ability to complete tasks. Try to recognize yourself, what makes us not confident, then try to improve yourself. Without confidence we cannot show good performance, because it is always overshadowed by feelings of inadequacy.

b) Be yourself

Try asking ourselves, are we already ourselves now? If not, start now to be yourself, do not follow others, because camouflage to be someone else makes us tired and drains energy. Every human being does have disadvantages, but certainly also has advantages. Departing from our strengths, we can work better.

c) Establish self-discipline

Discipline allows us to use time as efficiently and effectively as possible, so there is no reason to procrastinate on the work that has been entrusted to us. We are all given the same time, 24 hours a day, but how to use the same time to be a better person, respect time by working better, depending on ourselves. Keep in mind, every time you leave us, then that time cannot come back and become a past for us. If so, then we as teachers will be encouraged to always improve performance so that a high work ethic is formed.

d) Dare to be responsible

As a teacher, of course we want to try to implement a self-designed creation or innovation, so we must be brave to account for the results and the consequences that accompany them if they fail. A professional teacher certainly does not have the slogan "lose before the war", meaning that the teacher must dare to try something new to be applied in the learning process that aims to improve the quality of his work. Something creative is indeed sometimes "different" from other people, but "different from the bad and the same as the good" is a form of commendable work ethic.

e) Change thinking to be positive

In general, we will be afraid to do something as long as we always think about the effects of things that are decided with negative values of failure. Why don't we think otherwise by turning it into positive values of success. As a teacher we must always be positive thinking on all activities carried out by ourselves and colleagues, because positive thoughts make work happy.

f) Change our habits

Every human being has a feeling of being bored (bored) when facing monotonous activities and work every day, because the work routine of a teacher is relatively no practical changes. Therefore we need to add something new in order to eliminate the saturation of work, while providing a different atmosphere for students. In addition we can also make changes to habits that can excite us in working from small things, such as going to work through

different roads, eating lunch in different places, changing dress styles, and so on

g) Good self-management

Self management starts from our ability to recognize ourselves well too. Recognizing yourself begins with reflection on how we can (1) improve ourselves if we don't know what to improve, (2) be good if we don't realize that something is wrong with us, (3) be praised if we never want to listen others about our shortcomings, and (4) being successful if we never try and only dream of dreams.

After knowing ourselves well, then we can begin to manage ourselves, so that we can carry out all life activities better and optimally. Self-management means people who are able to take care of themselves or take care of their most problematic areas, namely HEART. Therefore we must be able to organize the heart and potential that exists within ourselves, which includes intellectual, emotional, and spiritual intelligence.

Now someone does not work with intellectual intelligence, meaning that one cannot work properly ONLY by relying on formulas and logic, but it requires emotional intelligence to be happy at work, can cooperate with others, have work motivation, and be responsible. Whereas with spiritual intelligence a person feels meaningful, devoted and devoted sincerely, nobly, selflessly who colonizes him.

The self management includes time management, human resources, finance, equipment, and prayer. Many people complain that there is no time to develop themselves, so finally "time" becomes a scapegoat. In carrying out all activities, whether routine or not, it is necessary to plan carefully and set the target system as a trigger to solve it. We must remember that 1/3 of our lives are used to sleep, not until the 2/3 of us are literate with useless activities.

HR management means that we as social beings must always be in touch with other people at work and that is also very important to be well managed. In terms of financial management we must have the principle not to be "big pegs rather than poles", meaning that if we already know what our financial condition is, then we must be able to arrange it so that it is sufficient to support all family needs. Thus we will not fall into financial difficulties that can interfere with our performance at school.

It seems that equipment management is not important, but it actually can hamper our job as educators. Last is prayer management. There is nothing in this world that works that run without prayer to be carried out properly, and worth worship.

J) Joy in Working.

If someone works with pleasure, then the work will run from time to time without being felt, because he really enjoys the field of work he is engaged in and wants to produce a good work result. This is because people who like to

work like getting extra energy all the time, because he never thought of as a heavy burden in him.

Working really causes a person to become tired of energy and mind, especially if a lot of problems are faced, but feeling annoyed and forced to work will make things worse, because we increasingly feel heavy, tormented, depressed, shackled, forced, and also become unwilling. Work done so, the results can be ascertained not optimal, and the fatigue will be felt, a sense of stress arises, feeling past the day without any impression of being left behind. Besides that, when the taste is wasted, the energy is exhausted is greater, the mind is stressed and the weather wants to be angry, the performance is bad, the result is chaotic, the achievement does not exist. Unlike the case if the work is done with pleasure, then the time feels very short and meaningful, the energy feels light, the body feels fresh, goes home with a happy heart, which at home is not subject to emotions, maybe even the performance gets sympathy from the boss, and is very possible as exemplary staff and representing agencies in a forum between agencies.

Something that is done with pleasure will bring happiness, inner birth, pleasure in work, energy and time relief, and health and the spirit of work. Besides doing work with pleasure can make the body healthy, relieve stress, be ageless, have many friends, and be more attractive to be seen. This is because when we are happy the body produces 3 chemicals that cause comfort, pleasure, and increase the body's immunity against diseases, namely substances serotonin, melatonin, and endorphins. The pleasure of suppressing 3 chemicals that cause blood pressure and heart rate to increase, causing anxiety, anxiety, and irritability, namely adrenaline, cortisol, free radicals

CONCLUSION

Based on the discussion in the future it can be concluded:

1. To be able to be a creative person, one needs to have three basic qualities, namely sensitive, critical, and creative. Sensitivity means that other people cannot see things as opportunities, but they are able to capture them as opportunities that can be taken to develop.
2. Data from the 2013 UNDP Human Development Report, Indonesia's human quality ranked 108th out of 187 countries, while Singapore 9th, Brunei Darussalam 30th, Malaysia 62nd, and Thailand 89th. With this data, it is time for education scholars to close ranks in order to be able to pursue the progress of countries in Asia through the efforts to form prospective educators who have high creativity.
3. As a teacher candidate, in addition to excelling in pedagogical, professional, personality, and social competencies, they must also be able to be creative individuals by continuously improving self-quality, being involved and active in

scientific activities that are able to inspire and build creativity, dare to try something new, like a challenge.

4. Always maintain a high work ethic by fostering self-confidence, actualizing himself, having discipline, being responsible, thinking positively, changing habits, and having good time management.
5. Working with pleasure, the work will run from time to time without being felt, because he really enjoys the field of work he is engaged in and wants to produce a good work result.

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