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Analysis of Public Primary School Teacher Needs in Central Lombok District, Indonesia

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Abstract. This researcher aims to determine student and teacher projections for elementary school teachers in the Central Lombok district. The research location is in the Central Lombok district education office. The subjects of this research are class teachers, Islamic religious education teachers, physical education teachers, and sports and health teachers who have the status of civil servants (PNS) and non-permanent teachers (GTT). The object of this research is the projected need for State Elementary School teachers in the Central Lombok district. This research is qualitative research with descriptive methods. Data collection techniques use primary and secondary data, namely documentation studies and interviews. Data analysis techniques using the Milles and Huberman method and data mining using projections using the student cohort method and calculations based on the technical guidelines for Ministerial Regulation 5 of 2011. This research shows that the projected number of students and study groups for 2022–2026 has increased yearly. The projected number of needs for class teachers, PAI teachers, and PJOK teachers has also increased due to the number of groups.

Keywords: Student projections; Teacher projection; Education.

INTRODUCTION

Quality human resources can create a benchmark for educational progress through education, which plays a vital role. According to Republic of Indonesia Law No 20 of 2003, education is a conscious and planned effort to create an atmosphere of learning and learning so that students can actively develop their potential to have strengths in the fields of spiritual, religious, self-control, personality, intelligence, noble character, and skills needed in society. Several factors can help achieve quality education. It must meet curriculum requirements, students, teachers, facilities, funding, management, and school environment.

The availability of adequate teachers is the key to this success. Teaching and learning activities in all educational institution's teachers are crucial in providing quality education. One of the problems with education in Indonesia is that the shortage or availability of teachers needs to be commensurate with teacher needs. One area is

needing more teachers in Central Lombok Regency.

Based on data obtained from the Central Lombok district education office, the total number of state elementary school teachers is 3,706 teachers, the number of PNS class teachers is 3018, physical education teachers have PNS status as many as 329 people, religion teachers have PNS status as many as 375 teachers, with a total of 86,825 students and the study group numbered 3945. From this data, several schools still need Physical Education teachers. Besides, many teachers still need to be civil servants in Central Lombok Regency due to the uneven distribution of State Elementary School teachers.

Based on the results of interviews conducted by the head of teachers and education staff, they stated that teacher shortages have also affected state elementary schools for the last few years. The results of teacher data mapping in 2023 showed that State Elementary Schools (SD) recorded a shortage of class and subject teachers

(physical education and religion) totalling 810, especially among teachers with civil servant status. This needs follow-up because many teachers are retiring, which could create an imbalance between the number of teachers and students.

Non-permanent teachers (GTT), spread across various schools, are currently meeting the needs for elementary civil servant teachers. To overcome the problem of the shortage of civil servant teachers in public elementary schools in Central Lombok Regency, planning or projections of teacher needs for the future are required. Educators carry out this projection of teacher needs for the next five years and include it in medium-term education planning. This is according to the Central Lombok Regency Medium-Term Regional Development Plan, which is five years. Educators can use this planning or projection of teacher needs to formulate alternatives to solve the teacher shortage problem.

Based on the problems above, ensuring the availability of adequate teachers will result in quality programs. The teachers referred to in this research are class teachers, Islamic Religious Education teachers, and Physical and Health Education teachers with Civil Servant (PNS) status.

METHOD

This research uses a descriptive method to calculate teacher shortages. Author [1] defines descriptive research as a type of research that provides a picture or description of a situation as clearly as possible without treating the object studied. The research approach used in this research is qualitative. According to [2], qualitative research is a scientific activity that collects data systematically, sorts it according to specific categories, and describes and interprets data obtained from interviews, casual conversations, and documents. Another expert states that qualitative research is a research approach that seeks to uncover certain social situations by describing them correctly, formed using words, and based on relevant data collection and analysis techniques obtained from natural situations authors [3].

Through this method, it is hope that researchers will obtain actual data related to the analysis of the needs of public elementary school teachers, namely population data, data on the number of schools, data on class teachers, religious teachers, and physical education teachers, student data, study group data which is still raw and still needs

to be analysed and recalculated. This data can be obtained from the Central Statistics Agency (BPS) and the Central Lombok Regency Education Office.

RESULTS AND DISCUSSION

Central Lombok Regency State Elementary School Student Data. Before calculating teacher needs, the thing to do is count the number of students. We can calculate the number of students for the next year based on student data for the previous four years and the needs for the next five years.

The number of public elementary school students in Central Lombok Regency in the last four years, namely 2020 to 2023, has decreased, spread across 575 state elementary schools. In 2020, the Central Lombok District Public Elementary School recorded 88,349 students. Then, there was a decrease to 87,790 students in 2021. In 2022, there was another decrease of 86,825 students. In 2023, there will be a slight decrease in the number of students to 86,812.

According to the data above, there were 14,839 new students in 2020, whereas 2021, there will be 14,596 new students. In 2021, the number of new students at Central Lombok Regency State Elementary Schools decreased by -243 (-1.64 %) from 2020. In 2022, the number of new students was 14,799, increasing to 203 (1.39 %) from the previous year. In 2023, it will rise to 1.29 %, with the number of new students amounting to 14,990. For the following year, if we look at the total number of students, it has decreased with the number of graduating students increasing.

Data from State Elementary Schools and Study Groups in Central Lombok Regency. The number of groups in the school dramatically influences the need for teachers for SDN. This is because, for SDN, both class teachers and subject teachers apply. The following is data on the number of schools and groups in Central Lombok Regency.

Table 1 – Data on the number of state and elementary schools in Central Lombok Regency for 2020–2023

Year	Amount		
	SD N	Rombel	Students Per Group
2020	575	3792	23
2021	575	3817	23
2022	575	3915	22
2023	575	3945	22

If we look at the number of students per group in Central Lombok Regency in 2020–2021, there tends to be no change, namely 23 students each. Meanwhile, the number of students per group for 2022–2023 is 22 students each.

Central Lombok Regency Public Elementary School Teacher Data. The types of teachers needed for elementary school education to run smoothly are class teachers, physical education and health teachers, and religious education teachers. This research focuses more on Islamic religious education teachers. The number of groups and the allocation of face-to-face hours per week determines the number of elementary school teachers who need data on the number of available PNS and GTT teachers in state elementary schools in Central Lombok Regency.

The Technical Instructions for the Joint Regulation of 5 Ministers concerning the Arrangement and Equalization of Civil Servant Teachers explain that each elementary school must have a class teacher according to the number of groups or classes available from the data above in 2023. The number of State Elementary School teachers in Central Lombok Regency is 4853. This number consists of 3706 PNS teachers and 1147 GTT. The sub-district with the highest number of teachers is the Pujut Sub-district, with 600 teachers. Meanwhile, the sub-district with the fewest teachers is the Praya Tengah Sub-district with 239 teachers. The need for teachers in elementary schools is closely related to the number of groups available because there are class teachers in elementary schools. The following is the number of teachers needed for state elementary schools in Central Lombok Regency in 2023/2024.

Projections of elementary school students in Central Lombok district

Table 2 – Projection of the number of students per group in Central Lombok district 2024–2028

Year	The number of students	Students per group	Rommel
2024	863 00	23	3752
2025	85788	23	3730
2026	85276	23	3708
2027	84764	23	3685
2028	84252	23	3663

From these calculations, we can conclude that there will be a decrease of 22 groups from 2024 to 2025, a reduction of 22 points from 2025 to 2026, a decrease of 23 thousand from 2026 to

2027, and a decrease of 22 rumbles from 2027 to 2028.

Projected Needs for the Number of State Elementary Schools and State Elementary School Groups in Central Lombok Regency

Table 3 – Projection of the number of state elementary schools and elementary schools in Central Lombok district 2024–2028

Year	Amount		
	SD N	Rombel	Students Per Group
2024	575	3752	23
2025	575	3730	23
2026	575	3708	23
2027	575	3685	23
2028	575	3663	23

The table above shows that the projected need for the number of state primary and elementary schools in the Central Lombok district over the next five years will decline. 2024, the projected need is 575 state elementary schools with 3,754 classrooms. This number will decrease until 2028, when 575 public elementary schools need 3663 classrooms. Projections for the number of SDNs for the next five years will remain constant.

Projections of Central Lombok Regency Elementary School teachers.

a) Class teacher projections. The data shows that the forecast of the number of classroom teachers in the Central Lombok District School for 2024–2028 is that there will be a reduction in the number of classroom teachers; namely, in 2024, there will be a reduction of 0.1%. From 2024 to 2025, there is a reduction of 0.59 %; from 2025 to 2026, there is no decrease or increase, namely 0.59. From 2026 to 2027, there is a reduction of 0.62 %, and from 2027 to 2028, there is a reduction of 0.60 %.

b) Projections of physical education teachers and religious teachers. Based on the calculations of the projected need for physical education teachers with PNS status and religion teachers with PNS status for 2024–2028, there is a shortage of 77 PNS and GTT physical education teachers. The projected need for religion teachers for NUS and GTT exceeds the number of teachers needed by 39.

The calculation of teacher needs for 2024–2028 is carried out based on the projected number of

state elementary schools and ideal groups required.

This data shows that the number of class teachers will decrease to 0.1% in 2024. From 2024 to 2025, there is a reduction of 0.59 %; from 2025 to 2026, there is no decrease or increase, namely 0.59. From 2026 to 2027, there is a reduction of 0.62 %, and from 2027 to 2028, there is a reduction of 0.60 %.

CONCLUSIONS

The projected number of new public elementary school students in Central Lombok district from

2024–2028 will always increase by 0.1 % from the number of new students in the previous year. For the number of students in 2024–2028, namely, in 2024, the number of new students will increase by 150 students; in 2025, the number of new students will increase by 151 students; in 2026, the number of new students will increase by 152 students, in 2027 the number of new students will increase by 153 students, in 2028 the number of new students will increase by 154 students.

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