

SOFT SKILLS FOR 21ST CENTURY TEACHER

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Abstract. 21st century forms a superior human resource. Education not only creates graduates who are able to compete, but coupled with healthy competence and able to excel in various fields. The duties of 21st century teachers are able to organize learning process and implement the four pillars of learning recommended by UNESCO for education, which is learning to know, learning to do, learning to be and learning to live together. Four competencies that must be owned by professional teachers are: pedagogic competence, professional competence, personality competence and social competence. 21st century education requires teachers to emphasize learning on critical thinking and problem solving, creativity and innovation, communication, collaboration, and global awarness. The 21st century skills teachers must have are (1) life and career skills, (2) learning and innovation skills, and (3) information media and technology skills. Therefore, teachers are required not only to have hardskill but also to have softskill to succeed in their career and functioning in social life. soft skill a teachers should have interpersonal and intrapersonal skills.

Keywords: soft skill, 21st century, skill teacher

I. INTRODUCTION

The world of education can not be separated from the figure of a teacher. Teachers are an important component that is crucial in the success of learners. Teachers as learning agents that have a very complex role as a facilitator, motivator, motivator learning and inspiration. Therefore, the teacher is the spearhead of the quality of education that relies on the quality of learning. One of the factors that influence the success of the learning process is the teacher's teaching skills. Teachers who have the skills to teach can create comfortable learning conditions, so students are easy to receive learning materials. Ability developed by teachers not only in the realm of cognitive and psychomotor, but equipped with aspects of the student's personality.

21st century education ensures learners have the skills to learn and innovate, the skills of using information technology and media, can work, and survive by using skills for life (life skills). Therefore, beside teachers have hard skills, they are required to have soft skills and have professional competence. Ohi explains that in considering the sources of professional knowledge of teachers there are seven knowledge domains of teachers that are needed, that is, to understand, general pedagogical knowledge, student knowledge and how they learn, knowledge about the subject matter, pedagogical

content knowledge, curriculum and knowledge of educational goals [1]. Other then, competence of 21st century professional teachers includes is critical thinking (problem solving), creativity and innovation, collaboration (teamwork and leadership), cross-cultural understanding, communication (include information and media literacy), computing and ICT literacy, career and learning self-reliance or abbreviated 7C with the demands and current development [2]. Beside that, 21st century skills are (1) life and career skills, (2) learning and innovation skills, dan (3) Information media and technology skills. Three skills are summarized in a scheme called the life skills 21st century/21st century knowledge-skills rainbow [3]. Learning and innovation skills include creativity and innovation, critical thinking and problem solving, communication and collaboration, and information literacy (information literacy). Life and career skills consisting of flexibility and adaptability, initiative and self-direction, social and crosscultural skills, productivity, accountability and leadership. Therefore, the skills of 21st century teachers demand sufficient knowledge and skills not just hard skills, but soft skills need to be developed include is having life skills and career skills, learning skills and skills innovation in information media technology.

Soft skills refers to the personality, attributes, qualities and personal behavior of the



individual. Soft skills include certain abilities such as communication, problem solving, self-motivation, decision making, and time management skills [4]. Therefore, personal qualifications for soft skills and hard skills make it easy for graduates to find work. Hard skill skills are practical for some types of work, while soft skills support workers to work smoothly[5]. Soft skills are personal attributes that enhance individual career interactions, performance, and prospects [6]. Thus, soft skill is needed in supporting career in his work. 85% of soft skills and 15% of hard skills are competencies required in the job [7]. Therefore, if since the beginning of the teacher candidate students are equipped with soft skills enough and even have been accustomed to practice in everyday life, so chances to become successful people in society will be larger. success of being a teacher can be achieved by a balanced combination of hard skills and soft skills. In the world of education, "soft skills" is one aspect of skills that needs to be given more attention and is considered as a skill aspect that determines the success in the effort to produce professional teachers. Therefore, soft skills need to be owned by the teacher.

II.LITERATURE

A. 21 Century Education

Education in the 21st century requires learners to have the skills to learn and innovate, the skills of using information technology and media, can work, and survive by using skills for life. 21st century skills emphasized on creating students who are able to apply technology through digital age literacy, are creative and critical in their thinking and possess excellent interpersonal and social skills [8].The main concern of education in the 21st century is to prepare life and how to work in society by having professional teacher competence. Professional teachers are believed to be able to deliver students in learning to discover, manage and integrate acquisition, and solve problems related to knowledge, attitudes and values and life skills. Professionals are qualified teachers, competent, and are able to influence the learning process of students which will result in good learning achievement for

students [9]. Therefore, teachers should be able to carry out their duties and functions to learn and produce learning achievement student. UNESCO makes four pillars of education to welcome the 21st century, namely: (1) learning to know (learn to know); (2) learning to do; (3) learning to be (learning to actualize themselves as independent individuals with personality), (4) learning to live together (learning to live together). Therefore, in the learning of a professional teacher must apply these four pillars to form a generation of excellence in the 21st century.

Professional teachers should be competent in implementing the learning program. Law Number 14 Year 2005 on Teachers and Lecturers explains that the competence a teacher includes is pedagogic competence, personality competence, social competence, and professional competence obtained through professional teacher [10]. Therefore, every teacher must have absolutely four competencies to become a professional teacher. Other then, 21st century teachers are required not only be able to effectively teach and manage classroom activities, but also be able to build effective relationships with students and the school community, using technology to support teaching quality improvement, and reflecting on and improving their learning practices on a continuous basis. Thus, teachers in the 21st century not only have the ability to teach well, but have other skills that support in the development of his career [11]. Therefore, teachers in the 21st century not only have the ability to teach well, but have other skills that support in the development of his career.

21st century professional teachers are skilled in teaching, able to build and develop relationships between teachers and schools with a wide community, and a learner and change agent at school. Therefore, teachers need a conducive learning conditions in school as a vehicle for continuous professional learning. Guidance is a consciously and deliberate relationship between mentors and guided individuals to produce significant changes in the knowledge, workability, and mindset of the mentored individual [12]. Therefore, the 21st century requires individuals who are able to work together, have social skills, social and environmental concerns supported by



qualified teachers. A qualified teacher is a can assist students in building skills and fun both finding and solving problems. Thus, the teacher must be able to develop his ability to build skills that students have until he can solve the problem.

The 21st century learning according to BNSP is critical thinking and problem solving skills, communication and collaboration skills, able to communicate and collaborate effectively, communication creativity, innovation skills, information and communications technology literacy, ability contextual learning, information skills and media literacy. [13] teachers should have seven soft skill components consisting of communicative skills, critical thinking and problem-solving skills, teamwork skills, lifelong learning and information management, entrepreneurial skills, ethics, morale and professional skills, and leadership skills [14]. Therefore, teachers must be able to build students to active in realizing the 21st century education. Digital skills are included among the necessary skills of an effective teacher as a result of substantial developments in the information and communication fields of technology in relation to which education systems can not and must not remain indifferent. Besaide that, in manifesting a professional and meaningful educator, our humanitarian duty is to try teach the learners to be able develop their potential through a meaningful approach and learning process (meaningful learning), fun (joyful learning) and challenging or problematic learning, so that in turn can be produced quality human Indonesian resources who have a hard skill and soft skills are balanced [15]. Therefore, in the learning of a teacher must be able to create a fun and meaningful learning and make students can solve the problem with critical thinking.

B. The Importante of Soft Skills for Teacher 21st Century Skill

The role of the teacher is the teaching, but beside on having hard skills the teacher must also have soft skills for the development of his career. Lack of attention soft skills the teachers can result in the quality of students which have not maximized. This is because there are still teachers who have difficulty in developing interpersonal

and intrapersonal skills. Soft skills is life skills for self, group, or community [16]. Therefore, individuals wich have soft skills make the presence of a person will be more felt in the community, because it has the skills to communicate, emotional skills, language skills, group skills, have ethics and moral, courteous, and spiritual skills.

Soft skills are a person skills in dealing with others (interpersonal skills) and skills to manage themselves (intrapersonal skills) in working to the fullest [17]. Interpersonal skills include the ability to motivate, leadership skills, negotiation skills, presentation skills, communication skills, relationship building skills and public speaking skills. The advantages of these two personal characteristics will differentiate a person from others while interacting in his environment. While intrapersonal includes self regulating, such as time management, change management, character, creative thinking, have a reference for positive goals, and have fast learning techniques. soft skills for teachers consists of intrapersonal skills and interpersonal skills. Intrapersonal skills are awareness, goal setting, belief, love, positive energy, concentration and decision making. Intrapersonality of individual is a skill that one has in managing oneself, such as time management, stress management, change management, transformation character, creative thinking, has a reference for positive goals, and has fast learning techniques.

Soft skills is personality attributes, both intrapersonal and interpersonal [18]. Intrapersonal skills are awareness, goal setting, belief, love, positive energy, concentration and decision making. While the interpersonal skills of communication, motivation skill, building teams and mediation skills. Thus, soft skills that need to be developed for a teacher namely intrapersonal and interpersonal for the development of competence.

Competence soft skills of the teachers is competence personality and social competence. If both competencies are owned by the teacher, so the teacher automatically has the competence of soft skills with professional competence and pedagogic. Personality competence refers to the



personal maturity of teachers intrapersonally, including moral maturity, ethics, commitment, responsibility, wisdom, dignity, inclusive, tolerance, and discipline

While social competence refers to the maturity of teachers in building relationships with others. Therefore, soft skills is a person skills in dealing with others and skills in self regulating

Soft skills is a long term investment that beneficial to future. Individuals which have good hard skills, not necessarily have good soft skills as well. This is because the Achievement Index (IP) has not been able to show soft skill. One form of soft skills for teachers is a skill or ability that displays the character while hard skills for teachers is a teaching skill. Therefore, soft skills and hard skills need by teachers in a balanced way. Having soft skills will have an impact on success and become a competent and qualified teacher. The development soft skills of prospective teachers is done by following organizational and training activities that require individuals to cooperate and communicate with others. Other then, soft skills development for teachers is done often follow scientific meetings, scientific discussions, and education training, and add qualification or education.

The benefits soft skill for teachers are able to do interpersonal relations well, able to take decisions correctly, able to communicate effectively, teachers become more dignified, get the impression (image) and good influence in professionalism, able to give good taulandan and live become success [19]. Therefore, soft skills for teachers can improve their career by becoming successful. environment organization as a factor success that will help teachers development soft skills quickly and work efficiently in the 21st century [20]. Thus to develop soft skills required support from various parties so it will be easy and fast in working in the 21st century.

III. CONCLUSIONS

The role of teachers is one of the most important factors in determining educational success. Teachers are required to have hard skills and soft skills in the 21st century. If the teacher has this quality, it will be great, advanced and

successful. Soft skills the teachers must have are interpersonal and intrapersonal. 21st century education ensures students have the skills to learn and innovate, the skills to use information technology and media, and can work, and survive with life skills. Therefore, teachers should be able to develop their competence.

Four competencies teachers are pedagogic, professional, social and personality competencies. Beside that, teachers must show a sense of leadership, can build a good environment for students, understand the content teaching, facilitate student learning and do reflection. The competence of 21st century professional teachers is critical thinking, creativity and innovation, collaboration (teamwork and leadership), cross-cultural understanding, communication (information and media literacy), computing and ICT literacy, career and learning self-reliance or abbreviated 7C. Furthermore, student-centered learning activities and the integration of real world tools will enhance student 21st century skills especially in the global world of technology and thus help them meet challenges and competitiveness. Therefore, 21st century challenges require humans to have 3 abilities is life and career skills learning and innovation skills, and information media and technology skills. Thus, these skills need to be possessed by teachers to improve the quality of learning and career development.

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