



Professionalism of Female Teachers in Managing the Dual Role between Family and Work at Madrasah Tsanawiyah Khatibul Umam Kurma, Polewali Mandar Regency

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Article Info

Article history:

Received 24 May, 2024

Revised 07 Jul, 2024

Accepted 25 Jul, 2025

Keywords:

Teacher Professionalism,
Women Teachers, Dual Role
Bearers

ABSTRACT

This research discusses the Professionalism of MTs Khatibul Umam Kurma Female Teachers in Carrying Out Dual Roles in Polewali Mandar Regency. This study aims to find out the description of female teachers at MTs Khatibul Umam Kurma, Polewali Mandar Regency and the professionalism of female teachers who carry out dual roles at MTs Khatibul Umam Kurma, Polewali Mandar Regency. This research is a field research using qualitative methods. Researchers go directly to the field through observations, in-depth interviews, and documentation. The data sources are school principals and female teachers at MTs Khatibul Umam Kurma, Polewali Mandar Regency. Furthermore, the data analysis used is the Milles and Huberman analysis technique. Meanwhile, the data validity testing technique used is triangulation. The results of the study show that (1) female teachers at MTs Khatibul Umam Kurma, Polewali Mandar Regency face the challenge of dual roles as educators and family members. A teacher must manage time effectively to balance teaching duties and domestic responsibilities. (2) The professionalism of female teachers is not only measured by academic competence and character, but also by emotional and social intelligence that allows them to remain innovative and adaptive. Communication skills, cooperative skills, problem solving, time management, and the application of a professional code of ethics are the main keys in carrying out these roles. Support from husbands, family, and colleagues is helpful in reducing pressure and strengthening the professionalism of female teachers.

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INTRODUCTION

The dual role of women at home and outside the home is still not fully accepted by the majority of the patriarchal society. The impact is a transformation in family roles and functions, which includes changes in the functional structure of family life. This includes patterns of task sharing, management of family time and activities, work-life balance, participation in socioeconomic activities, individual development, as well as time allocated to social activities in the community.

Research that deepens the relationship between dual roles and professional development is lacking. Female teachers often have difficulty in participating in professional development programs, training, or career advancement due to demands from households. The importance of filling this gap is to understand the extent to which dual roles affect the professional development of female teachers.

The study of the professionalism of female teachers in carrying out dual duties is very important to know the current social and economic situation. With more and more women working as teachers, it is important to consider how to manage them effectively in both roles without harming personal or family well-being. This research can provide important information for the development of education policies and social support for female teachers.

Islam has always had legal answers and solutions related to the phenomenon of career women at all times and places. As a religion, Islam allows wives to participate in earning a living with their husbands, even encouraging her to help her husband. Siti Aisyah and Khadijah, both of whom are the wives of the Prophet Muhammad SAW. Women are also allowed to earn a living, but their primary responsibility is to help their husbands. A husband must provide for his children and wife. However, in an emergency, wives are allowed to support the family to earn a living, as recommended in religion regarding the obligation of Muslims to provide for fellow Muslims. Islam provides protection to women by guaranteeing equal rights with men and eliminating all forms of discrimination in the implementation of these rights. This shows that women have an equal position with men before Allah swt.

Studies of dual role theory have focused on direct effects on performance, but there has been little research exploring its long-term effects. Further research is needed to explore the impact of dual roles on career development and mental well-being in the long term.

Female teachers at MTs Khatibul Umam Kurma have dual responsibilities, namely as housewives as well as educators. These tasks are related to educational institutions that must continue to be carried out without a plan and have a big responsibility in running it.

Teacher Professionalism

Professionalism is a concept related to a profession, which refers to the field of work that an individual wants or will pursue. A professional is an individual who performs duties in a particular profession. The term professional is derived from the word profession which means having excellent ability to do work.

In the context of a noun, professional refers to someone who runs a job that requires high skills as a source of income. Thus, the professional competence of teachers refers to the skills and authority of teachers in carrying out their teaching duties. This means that teachers who are smart and trained in carrying out their duties can be called competent and professional teachers.

The professional attitude expected of female teachers includes:

Maintain integrity and ethics in interacting with students and colleagues;

Punctuality and respect cooperation with all parties in the school environment;

Expecting high achievements from students and encouraging them to achieve their maximum potential.

A working individual must have a lot of skills to do his job.

Here are some of the skills that a professional needs to have, namely:

Communication skills: Communication skills play a crucial role in creating harmonious relationships in the work environment. Individuals must develop the skills to communicate information clearly and efficiently, both in oral and written form. In the absence of these skills, there is a risk that the message conveyed may be misinterpreted or lose its essence, which in turn can affect performance in the workplace.

Collaborative ability: A member should also have the skills to work with others. Companies need a variety of perspectives and ideas to produce more creative and innovative solutions through collaboration. Therefore, experts must have these skills.

Professional code of ethics: Professionals have an obligation to understand and follow the relevant ethical standards in their field as a form of responsibility for the duties undertaken. Maintaining an individual's trust, integrity, and reputation is of paramount importance. By following appropriate ethical guidelines, professionals can maintain harmonious relationships with clients, co-workers, and superiors.

Problem solving: A professional must have problem-solving skills. Skills in identifying issues, analyzing root causes, and finding effective solutions are essential in overcoming everyday challenges in the workplace.

Time management: Time is one of the most important factors in the world of work. Through effective time management, one can be more efficient in determining the priority of various tasks that need to be completed, which will ultimately contribute to increased productivity and efficiency in completing work. Thus, the skill of managing time well becomes vital for professionals to achieve success in their careers

Islamic Views on the Professionalism of Women Teachers

Islam regulates human actions towards God, oneself, fellow humans, and nature, including matters related to worldly work. Work is a mindful effort to increase wealth, both individually and together, both for oneself and for others.

A woman can work as long as she meets one of several conditions that allow her to work outside the home, so it is considered that a career woman must meet certain requirements. So, when women go out of the house to work, it does not have a negative impact on herself, her husband, her children, or the surrounding community.

There is an affirmation that women have the right to have equal opportunities with men in the world

of work. This is in line with what is expressed in the words of Allah swt. Q.S. an-Nisa'/4: 32 as follows.

According to Quraish Shihab, the message in the verse is that one should not be jealous of the favors that God gives to others, because it can lead to greed. The various God's gifts listed in this verse include wealth, inheritance, orphan property, social status, fame, gender, intelligence, and various other aspects related to the abundance and excellence that God bestows on some people. God gives blessings and all the best to each individual so that they can carry out their roles and responsibilities in this life.

According to the view of Quraish Shihab, Mahmud Yunus interprets the verse as a statement that Allah bestows His blessings on a number of individuals through wealth, honor, and knowledge, which are acquired as a result of their efforts and hard work. Therefore, Allah forbids revenge against the person who receives the gift, whether male or female.

Dual Role

Women's dual roles refer to a situation in which individual women perform two functions simultaneously, namely as family members and as workers in the public sector. This concept reflects a significant change in the social structure, where women are now not only involved in domestic affairs, but also actively participate in the world of work outside the home.

Women who take on dual roles often feel that the responsibilities they take on are much heavier than other women who do not work or choose to focus on household matters. In this situation, there is a possibility of problems arising related to both domestic affairs and the public responsibilities they carry.

Based on their position of duties and functions, women in the context of the family have a number of important roles.

Women as family members: According to Islamic law, women hold a very important and respected position in the family. A woman should be respected and appreciated. Mothers serve as the main foundation in the family, providing hope, security, and affection that contribute to the development and physical and mental health of both family members and society as a whole.

Women as housewives: The role of women as housewives has great significance in creating family happiness, where they are responsible for giving birth, caring, nurturing, educating, and protecting family members. Islam gives women a high and respected position. Mothers are one of the two parents who play an important role in the family life of every child. A mother's role as an educator is very important in the lives of her children. Mother can be considered the first educational institution for children, as expressed in the phrase "al-ummu madrasah al-ula, idza a'dadtaha a'dadta sya, ban tayyiban al-a'rag," which means that mother is the first educational institution; if you prepare it well, then you have prepared a quality generation. Mothers are the first to introduce norms of kindness and at the same time become an example in daily behavior.

Women as wives: The position of women as wives who live with their husbands is as important as the position of women as housewives. Living the role of a wife will definitely face various obstacles and challenges, as well as achieve harmony in the family.

Women as breadwinners: Women entering the professional arena tend to have to work hard to earn an income due to rising economic pressures and incomes that are not commensurate with those increases. This often happens among low-income communities where the role of women in supporting family income in the lower middle class is very significant.

RESEARCH METHODS

The author uses a field research approach. The method adopted is qualitative with a descriptive approach. The purpose of the qualitative method is to understand the society, problems, or symptoms that exist in society by collecting in-depth information. The author uses the descriptive analysis method, which is a research that focuses on explaining the subject being observed. Then it was investigated carefully to obtain results as a conclusion and research on the professionalism of female teachers of MTs Khatibul Umam Kurma in carrying out dual roles in Polewali Mandar Regency.

This research focuses on the professionalism of women teachers and the dual role in the domestic and public domains. The main data of this study was obtained from female teachers and madrasah heads at MTs Khatibul Umam Kurma, Polewali Mandar Regency, a total of 12 (twelve) female teachers and one female madrasah head. Meanwhile, secondary data will be processed and analyzed according to the main purpose of the research using additional sources such as e-books, e-journals, and related reading materials relevant to the research topic. The data collection technique starts from the process of observation, in-depth interviews, and documentation. The process of coding research data uses the help of the N Vivo application in processing research data. The data validity testing technique uses triangulation of sources and data.

RESULTS AND DISCUSSION

The results of data processing with the help of the N Vivo application were obtained as follows.

Based on interviews with several female teachers, it was found that most of the female teachers in this madrasah also carry out the role of housewives. Female teachers face challenges in dividing their time between work at school and family affairs at home. Some teachers stated that they felt tired and stressed because they had to take on the dual role, but they still tried to be professional and manage their time well. The support from the family, especially the husband, is very helpful for female teachers in carrying out this dual role. In addition, support from colleagues also provides encouragement and helps in sharing experiences. Overall, female teachers at MTs Khatibul Umam Kurma, Polewali Mandar Regency showed high resilience and professionalism, not only in terms of intellect but also emotionally and socially. The coding results show :



The relationships between the categories in this diagram show a cycle that affects each other. The role of female teachers poses challenges, these challenges can be reduced with support, and strong support strengthens the professionalism of teachers. Good professionalism in turn supports teachers in carrying out their roles effectively, thereby strengthening the role of female teachers as a whole.

An in-depth analysis of the role of female teachers at MTs Khatibul Umam Kurma, Polewali Mandar Regency shows that female teachers play a very complex and multifaceted role, namely as educators at school as well as housewives at home. This dual role poses a variety of significant challenges, such as dual role pressure, burnout, stress, strict time management, and conflicts between schoolwork and family. However, these challenges can be minimized with strong support from husbands, families, and colleagues, who play an important role in easing the burden and strengthening the professionalism of female teachers. The professionalism of teachers in this context is measured not only by academic competence and character, but also by emotional and social intelligence that allows them to adapt and innovate in the face of various pressures.

This study highlights the professionalism of female teachers at MTs Khatibul Umam Kurma, Polewali Mandar Regency in carrying out dual roles as educators and family members. Data analysis using NVivo showed several main themes that emerged, namely communication skills, cooperative skills, problem solving, time management, and professional codes of ethics. The five competencies are interrelated and form a holistic framework for the professionalism of female teachers.

This study confirms that the professionalism of female teachers at MTs Khatibul Umam Kurma, Polewali Mandar Regency is greatly influenced by communication skills, cooperation, application of codes of ethics, problem solving, and time management. These five competencies are interrelated and form a solid foundation to carry out the dual role of educator and family member. Training support, a gender-sensitive work environment, and good role management are needed to improve the quality of professionalism of female teachers.

The results of the study confirm that the professionalism of female teachers is not only measured by academic or technical competence, but also by their ability to manage and balance these dual roles. In other words, their professionalism includes:

Dual role management: Female teachers are able to carry out their duties as educators well without neglecting their roles and responsibilities as family members.

Work-life balance: Through time management and problem solving, teachers can reduce role conflicts and stress, so that the quality of teaching and family life is maintained.

Social and ethical support: Good communication and cooperation, as well as the application of the code of conduct, strengthen professionalism while supporting a balance of roles.

Thus, the results of this research clearly and in-depth answer the formulation of the research problem. The research not only identifies the professional competencies that female teachers have, but also links them to how they effectively manage dual roles. This shows that the professionalism of female teachers at MTs Khatibul Umam Kurma, Polewali Mandar Regency is greatly influenced by their ability to balance the demands of work and personal life.

CONSULACION

This study shows that female teachers at MTs Khatibul Umam Kurma, Polewali Mandar Regency face the challenge of dual roles as educators and family members. Female teachers must manage time effectively to balance teaching duties and domestic responsibilities.

The professionalism of female teachers at MTs Khatibul Umam Kurma, Polewali Mandar Regency is not only measured by academic competence and character, but also by emotional and social intelligence that allows them to remain innovative and adaptive. Communication skills, cooperative skills, problem solving, time management, and the application of a professional code of ethics are the main keys in carrying out these roles. Support from husbands, families, and colleagues is very helpful in reducing pressure and strengthening the professionalism of female teachers.

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