

## **Amalan Pembangunan Profesionalisme Dalam Kalangan Guru-guru Novis**

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### **Abstrak**

Artikel ini berkaitan dengan kajian tentang usaha-usaha pembangunan profesionalisme keguruan yang diamalkan oleh guru-guru novis yang ditempatkan untuk bertugas di sebuah sekolah yang baru beroperasi. Satu kajian kes telah dijalankan di sebuah sekolah yang baru beroperasi iaitu bermula tahun 2002. Teknik temu bual dan analisis dokumen telah digunakan untuk mengumpulkan data kajian. Seramai enam orang guru novis dan seorang Penolong Kanan Pentadbiran telah dipilih sebagai responden kajian melalui kaedah persampelan bertujuan. Kajian ini mendapati, guru-guru novis mempunyai kaedah dan cara tersendiri untuk membangunkan profesionalisme keguruan mereka. Hal ini dilakukan untuk membantu mereka meningkatkan keyakinan dan kebolehan mereka sebagai seorang guru. Walau bagaimanapun, mereka berhadapan dengan beberapa masalah dan kekangan yang berpunca daripada pihak sekolah atau pandangan serong individu di sekolah tersebut. Justeru dapat dirumuskan bahawa keazaman guru novis dalam membangunkan profesionalisme mereka adalah didorong oleh sikap mereka terhadap profesion guru walaupun ditugaskan di sekolah yang baru beroperasi dan berhadapan dengan pelbagai kekurangan.

### **Abstrak**

This article reports on a case study of professional development efforts practiced by a group of novice teachers at a new school which just operated in 2002. Interview and document analysis techniques was hired in data collection. A group of six novice teachers and an Administration Asistant Principal (Penolong Kanan Pentadbiran) was chosen as respondents through purposive sampling process. The findings showed that the novice teachers have their own methods and strategies in developing their professionalism. These were their efforts in order to increase their level of confidence and ability as teachers. However, they contended with some problems and constraint which were caused by individuals in the school and/or the school system itself. The findings, as a conclusion, portray that the novice teachers' perseverance in developing their professionalism was driven by their attitude towards teaching profession even though they're stationed in a newly operated school with various shortcomings.

# Amalan Pembangunan Profesionalisme Dalam Kalangan Guru

**Amin Senin**



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Majid Khan adalah Penolong Kanan Pentadbiran di SMK Malim Nawar Perak Beliau banyak menulis buku buku berkaitan pengurusan dan penyelidikan pendidikan Antara buku tulisan beliau adalah Guru Sebagai Penyelidik **Makna Baharu Perubahan Pendidikan** Michael Fullan,2010 **Kajian tindakan dalam pendidikan** Othman Lebar,2012 Theory and practice of action research in Malaysian education **Kepimpinan Guru Berteraskan Ta'dib: Perspektif Baharu Kepimpinan Guru Abad ke-21** Ahmad Sukari Mohamad ,Mohd Nizam Sahad, Buku Kepimpinan Guru Berteraskan Ta dib Perspektif Baharu Kepimpinan Guru Abad ke 21 ini amat sesuai dimiliki oleh para guru guru pelatih pensyarah institut pendidikan guru dan pensyarah universiti Buku yang memberikan penekanan pada unsur keagamaan integriti dan kemanusiaan ini menghuraikan isu berkaitan dengan kepimpinan guru abad ke 21 dan prinsip asas yang sepatutnya dimiliki oleh setiap guru dan dimensi amalan kepimpinan guru berteraskan ta dib Selain itu model kepimpinan guru berteraskan ta dib yang digarap berasaskan pandangan para sarjana Islam tersohor seperti al Ghazali dan Ibnu Taimiyyah serta dapatan kajian terkini turut dibincangkan Intipati ilmu dalam buku ini wajar dihayati dan diamalkan oleh para guru dalam usaha memimpin dan membimbing pelajar mendepani perubahan dalam paradigma pendidikan pada abad ke 21 yang semakin mencabar **Isu Profesional Dan Etika Dalam Kaunseling Dan Psikoterapi (Penerbit UM)** Rafidah Aga Mohd Jaladin,Lau Poh Li, Perkhidmatan kaunseling adalah perkhidmatan yang profesional Cabaran utama bagi setiap kaunselor dan pelajar kaunseling ialah untuk menjalankan sesi kaunseling yang berkesan dengan klien yang datang dari pelbagai latar belakang budaya Ini bermakna mereka bukan sahaja mampu menterjemahkan maklumat teoretikal ke dalam pengamalan kaunseling tetapi perlu mampu menangani isu isu profesional dan dilema etika dalam setiap sesi kaunseling yang dikendalikan Justeru buku ini dihasilkan untuk memberi 1 bekalan ilmiah tentang pengetahuan kesedaran dan kemahiran penyelesaian dilemaetika 2 pendedahan realistik tentang sesetengah isu etika dan profesional melalui kaedah kajian kes dan 3 panduan strategik dalam mengurus dan membuat keputusan beretika melalui kaedah rangsangan minda dan refleksi sendiri Dengan berbekalkan tinjauan literatur yang komprehensif kajian kes yang pelbagai dan dapatan kajian terkini maka buku ini diharapkan dapat menjadi panduan utama kepada para kaunselor pelajar pendidik penyelidik dan pengamal kaunseling dalam meningkatkan tahap kecekapan dan profesionalisme mereka **Kepimpinan Instruksional Dalam Pendidikan Di Malaysia** Donnie Adams,Chua Yan Piau,Kenny Cheah Soon Lee,Bambang Sumintono,2019-08-20 Buku ini merupakan salah satu siri penerbitan yang ditulis khas bagi membantu para pelajar memahami kajian mengenai bidang Kepimpinan Instruksional Secara umumnya buku ini memberi maklumat dan akses secara pantas mengenai tesis dan disertasi yang telah dihasilkan oleh para pelajar Institut Kepimpinan Pendidikan Universiti Malaya Secara tidak langsung ia memudahkan proses pencarian tesis dan disertasi bagi tujuan rujukan daripada kod QR yang dipaparkan pada penghujung setiap bab Pelajar lepasan ijazah pada masa hadapan akan mendapati buku ini berguna kepada mereka Buku ini membincangkan persoalan yang sering ditanya oleh para pelajar Apakah kajian yang pernah dilakukan Apakah kajian yang

diperlukan Apakah latar belakang teori dalam kajian yang diminati Buku ini akan memberi manfaat kepada mereka dalam usaha menulis satu kajian yang berkualiti tinggi      **Proceedings ISLAC 2017** ,2017-03-30 The International Seminar on Islamic Jurisprudence in Contemporary Society 2017      *Prinsip dan amalan dalam perubatan Melayu* Haliza Mohd. Riji,2000 Traditional medicine in Malaysia      Prosiding Seminar Nasional Dakwah dan Syariah Islam (SENADA) 2019 Muhamad Faisal Ashaari,Abu Dardaa Mohamad,Ruzain Syukur Mansor,2019 Papers from a seminar held in Pusat Siswazah Graduate Center Auditorium at the University of Kebangsaan Malaysia on 18 November 2019      **Demokrasi Pendidikan: Dilema Sekolah Kecil & Sekolah Berpusat (Penerbit UM)** Mohd Yusoff Mohd Nor,Sufean Hussin, Buku Demokrasi Pendidikan Dilema Sekolah Kecil dan Sekolah Berpusat ini adalah karya dalam bidang Kajian Analisis Dasar satu bidang yang terarah kepada penghasilan ilmu falsafah teori dan gelagat manusia dalam arena sosial politik untuk pencapaian hasrat matlamat dan keperluan hidup Ribuan dasar telah dicipta oleh manusia dalam pelbagai latar masyarakat sejak zaman berzaman bagi mentadbir dan menguruskan urusan keperluan hidup manusia dalam pelbagai hal dari hal agama hinggalah ke hal alam sekitar Kandungan dan analisis buku ini dapat memberi ilmu dan kefahaman mengenai teori pendidikan sejagat teori mobiliti sosial teori deprivasi sosial sekolah kecil konsep dan dasar demokrasi pendidikan konsep pembangunan kaedah analisis dasar empirikal secara teknik Delphi konsep dan faedah dasar sekolah berpusat dan keadaan 2 400 buah sekolah kecil di Malaysia Ini penting sebagai kajian dasar bagi semua kementerian agensi kerajaan agensi korporat pelbagai organisasi termasuk NGO dan pengajaran kursus dasar di universiti Buku ini adalah suatu panduan berguna untuk mencipta sebuah masyarakat sivil dan sejahtera melalui kaedah governan yang baik      *Kepimpinan dan pembangunan pelajar sekolah di Malaysia* Yahya Don,2007      *Agenda perubahan* Abd. Rahim Abd. Rashid,2006

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## **Table of Contents Amalan Pembangunan Profesionalisme Dalam Kalangan Guru**

1. Understanding the eBook Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
  - The Rise of Digital Reading Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
  - Advantages of eBooks Over Traditional Books
2. Identifying Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
  - User-Friendly Interface
4. Exploring eBook Recommendations from Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
  - Personalized Recommendations
  - Amalan Pembangunan Profesionalisme Dalam Kalangan Guru User Reviews and Ratings
  - Amalan Pembangunan Profesionalisme Dalam Kalangan Guru and Bestseller Lists
5. Accessing Amalan Pembangunan Profesionalisme Dalam Kalangan Guru Free and Paid eBooks
  - Amalan Pembangunan Profesionalisme Dalam Kalangan Guru Public Domain eBooks
  - Amalan Pembangunan Profesionalisme Dalam Kalangan Guru eBook Subscription Services
  - Amalan Pembangunan Profesionalisme Dalam Kalangan Guru Budget-Friendly Options

6. Navigating Amalan Pembangunan Profesionalisme Dalam Kalangan Guru eBook Formats
  - ePub, PDF, MOBI, and More
  - Amalan Pembangunan Profesionalisme Dalam Kalangan Guru Compatibility with Devices
  - Amalan Pembangunan Profesionalisme Dalam Kalangan Guru Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
  - Highlighting and Note-Taking Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
  - Interactive Elements Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
8. Staying Engaged with Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
9. Balancing eBooks and Physical Books Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
  - Setting Reading Goals Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
  - Fact-Checking eBook Content of Amalan Pembangunan Profesionalisme Dalam Kalangan Guru
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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