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## **Early Childhood Educator Pedagogic Competency Analysis in Learning Development**

**Erna Roostin<sup>1✉</sup>, M. Syarif Sumantri<sup>2</sup>, Nurbiana Dhieni<sup>3</sup>**

<sup>1,2,3</sup> Postgraduate PAUD Study Program, Jakarta State University

[ernaroostin\\_9920921001@mhs.unj.id](mailto:ernaroostin_9920921001@mhs.unj.id)

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### **ABSTRACT**

Pedagogy is the study of how to educate and guide children according to their development. Pedagogic competence is basically the ability of teachers to manage student learning and the distinctive competencies that will distinguish teachers from other professions will also determine the level of success of the process and learning outcomes of their students. The purpose of this study was to determine and analyze the pedagogic competencies possessed by early childhood educators in developing learning in early childhood education programs. The method used in this research is a descriptive qualitative approach with a literature review method, data collection techniques carried out by researchers are the results of previous studies in the form of Scopus indexed international journals and National journals with a reputation for Sinta 2 and relevant to the research topic. The data analysis technique used is content analysis. The findings from the data analysis showed that the pedagogic competence of educators includes the implementation of further learning, namely the achievement of learning objectives which means that the learning that has been designed by educators is able to develop aspects of child development such as religious and moral values, physical-motor, language, cognitive, art, and social-emotional as outlined through the learning objectives. Quality educators are educators who have many abilities, especially in terms of teaching and learning, therefore educators need to develop their quality by continuing to hone their abilities.

**Keywords:** *pedagogic competence of educators, learning development, early childhood education programs*

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### **INTRODUCTION**

According to Law Number 20 of 2003 Article 1 states that education is a conscious and planned effort to create an atmosphere of the educational and learning process,

therefore students actively develop their potential to have spiritual strength, self-control, personality, noble intelligence and skills. what they need for themselves, the nation and society (Sisdiknas, 2003). Quality education consists of a dynamic and multidimensional process that is influenced by various levels of involvement, context, and activity (Sinclair, 2004). Stimulation services in Integrative Holistic PAUD (HI) consist of education, health and nutrition, care, protection and welfare services (Presidential Regulation, No. 60 of 2013). These five aspects must be present in every PAUD unit considering the child's growth and development is the main concern of an educator. Holistically, PAUD strives to fulfill the needs of these five aspects (Nurani, 2019).

In the Law of the Republic of Indonesia number 14 of 2005 article 8, the competence of educators includes pedagogic competence, personality competence, social competence, and professional competence that will be obtained if following professional education. Pedagogic competence is related to the abilities possessed by educators when teaching and managing classes. Personality competence is related to the educator's personality that deserves to be admired and imitated. Social competence relates to the ability of educators to establish good communication with students, fellow educators, school leaders and staff, and parents of students. Professional competence is the ability of educators related to the field of science, how far he mastered his knowledge.

There are three roles that an educator has, namely being able to be a role model for students in behavior, speech and religion. Both educators should understand and appreciate the uniqueness of students, both strengths and weaknesses, not ridicule them, provide adequate rewards and praise for the achievements of students. The three educators guide students by creating a relaxed classroom atmosphere that is able to stimulate student development, inform effective learning methods, disseminate school rules so that students can understand the benefits and objectives, create a learning culture and good character (Karmawan and Dwi, 2021).

Quality educators are educators who have many abilities, especially in terms of teaching and learning, with that educators need to develop their quality by honing their abilities. In terms of developing the quality of educators, principals involve educators in activities such as trainings, workshops, curriculum, activities related to educator competencies and training on learning tools (Abdurrahman Harun, 2021).

In this digital era, especially the four main educator competencies that affect the success of intensive teaching and learning, while pedagogic competence is the most important thing related to technological advances, in order to support the smoothness and quality of learning, with the term Cyber Pedagogic in the world of education, namely learning carried out in a classroom that applies advanced technology or digital. Educators are required to have digital pedagogic competencies, namely competencies related to digital aids such as the internet from simple to complex. Digital learning that

is not limited by space and time is currently considered easier for both educators and students.

The success of a learning process is determined by several factors, among the most dominant educational factors, success or failure, in teaching depends on the teaching process carried out by educators. Teaching is a conscious effort by an educator to help students so that they can learn according to their needs and interests, to make the class comfortable and fun for children, educators need knowledge about the social characteristics of children and comfortable classroom conditions (Charlesworth, Hart, 2003). , Burts, & Hernandez, 1991; Sakellariou & Rentzou, 2011), children's intelligence and academic ability (Coplan et al., 2011), relationships with children (McAuliffe, Hubbard, & Romano, 2009), and the existence of social norms. class (Hughes, Cavell, & Wilson, 2001). Furthermore, educators' knowledge seems to be directly and indirectly related to children's outcomes through the influence of children's social level (Chang, 2003), learning activities and learning objectives to be achieved in this case basic competencies, students easily obtain comprehensive knowledge information or holistic.

## **METHODOLOGY**

This study uses a qualitative-descriptive approach to the type of literature review or literature study. Qualitative research according to Creswell, J.W. (2013: 4) and Amir Hamzah (2019:25) namely the technique of collecting data from social or humanitarian problems, then investigated in a complete, comprehensive and holistic manner. Qualitative-descriptive approach is data that has been obtained from several sources and then described thoroughly. The data collection technique used in this research is to collect books, national journals and international journals on issues relevant to the research topic.

The data analysis technique used is in the form of content analysis, which is a text analysis method used to collect information that can be communicated (Amir Hamzah, 2019: 99). The process in analyzing the data includes the researcher organizing the data first by looking for national and international journals related to the research topic, then the data is reviewed to determine suitability with the research problem. After the process of organizing the data, the next step is to present the data based on the categories that have been made by the researcher in the form of a narrative. The last is data interpretation, this activity is carried out to be able to answer research problems from the results of combining data analysis by having certain standards to get meaning from the results of the information obtained.

## **RESULTS AND DISCUSSION**

### **A. RESULTS**

The results of the study include an analysis of the pedagogic competence of PAUD educators in learning development, which is outlined in the table below

## Research Journal Article Analysis Table

No	Title / Author / Journal Year	Focus	Methodology Study	Research Results
1	The Continuous Professional Development for Early Childhood Teachers through Lesson Study in Implementing Play Based Curriculum (Case Study in Jakarta, Indonesia). Hapidin , Yuli Pujianti , Sofia Hartati , Yuliani Conscience, Nurbiana Dieni (2020) <i>International Journal of Innovation, Creativity and Change. www.ijicc.net</i> Volume 12, Issue 10.	Focus study this on Development mastery concept and application STEAM, learning based on <i>lesson study</i> in curriculum based on play .	Study done with use method study action class through lesson studies. Data collection done with observation , interview and analysis document . Participants study consist of 7 educators	Research results find that Lesson Study is one of the alternative choice for help educator in To do enhancement performance professional by sustainable . Lesson Study Becomes focus change knowledge and skills pedagogic educator . Lesson Study has help educator for got change in knowledge and skills pedagogical , especially in apply curriculum based on game . Learning through composing activity played based on SLAMETS content (Science , Arts , Mathematics , Engineering, Technology and Social Sciences)
2	Understanding Teachers Perspectives in Media Literacy Education as an Empowerment Instrument of Blended Learning in Early Childhood Classroom Erie Siti Syarah , Ilza Mayuni and Nurbiana Dhieni Journal of Early Childhood Education <a href="http://journal.unj.ac.id/unj/index.php/jpud">http://journal.unj.ac.id/unj/index.php/jpud</a>	Focus study this about Blended Learning that can be be a strategy for educator based on <i>website</i> and usage technology	Study this use methodology Study phenomenology with approach qualitative ., research this combine two data type . Data collection involves kindergarten educators , six people as present informants _ in interview and two twenty six participants who fill out questionnaire .	Research results show ideal type for learning that is ability educator for carry out <i>blended-learning</i> based on <i>website</i> and usage technology in space class Becomes more creative and innovative , awareness educator will importance education media literacy for educator as approach learning more integrated _ effective , needed change learning culture traditional to blended-learning culture , high need will endorsement policy party related and training

No	Title / Author / Journal Year	Focus	Methodology Study	Research Results
	Volume 14. Number 2. November 2020 e-ISSN (Online Media): 2503-0566 P-ISSN (Print Media): 1693-1602			competence , improvement convenience access use technology by educators .
3	Reflection on the Professional Development of Early Childhood Education and Care Teachers in Japan Based on Children's Voices Gota Matsu International Journal of Early Childhood (2021) 53:367–384 <a href="https://doi.org/10.1007/s13158-021-00306-7">https://doi.org/10.1007/s13158-021-00306-7</a>	Focus study this about development professional educator through reflection obtained _ Kindergarten educator , relevance Among environment work and reflection educator at conference educators in Japan .	Study this use study Action. Data collection is done with interviews , observations and documentation . Four educator who working in a public Kindergarten in western Japan participate in study this	Research results show learning educator in four aspect : belief play , settings environment , understanding children and relationships children-educators . Educator it seems understand belief one each other with involved in internal meeting . Studies this contribute to improvement method training in education and care child age early .
4.	The Quantity and Quality of Teachers' Self-perceptions of Read-Aloud Practices in Norwegian First Grade Classrooms Anne Håland , Toril Fraford Hoem , Erin Margaret McTigue Springer Early Childhood EducationJournal ( 2021) 49:1–14 <a href="https://doi.org/10.1007/s10643-020-01053-5">https://doi.org/10.1007/s10643-020-01053-5</a>	Focus study it's on quantity and quality practice read loud educators what happens in the classroom one Norway .	Methodology research conducted _ is Survey Data source for study here , the questionnaire online educator about practice read right , consists of from question closed and open . Quantitative data analyzed with using SPSS software, questions survey analyzed by descriptive based on frequency . Question open and closed analyzed by qualitative ,	Research results presenting contextual data ( frequency , context read aloud ) , about practice general educator in election books and practice read voice loud every day or almost every day and practice this implemented along year

No	Title / Author / Journal Year	Focus	Methodology Study	Research Results
5.	Scotland Embarks on a National Outdoor Play Initiative: Educator Perspectives Nina Howe, Michal Perlman, Catherine Bergeron & Samantha Burns (2020): <i>Educator Perspectives, Early Education and Development</i> , DOI: 10.1080 /10409289.2020.1822079 <a href="https://www.tandfonline.com/action/journalInformation">https://www.tandfonline.com/action/journalInformation</a>	Focus study this on benefits , barriers , risks , and challenges related implementation policy new and view educator about the outdoor play program ideal room .	Approach qualitative use Method survey with report self online for evaluate attitude educator to outside game _ room . Survey the includes 32 items based on literature before . Items consist from question open and closed asking _ about view educator and role educator in the program years early .	Educator lift more many problem in discuss obstacle application policy social new . This thing show that educator need endorsement addition about transition to delivery of their program outside room . Endorsement addition this could in the form of a training program in operate learning , workshop based on knowledge about risks and benefits play outside _ room and environment nature , and improvement opportunity for got trust self and experience work in the environment outside
6.	Teachers' Beliefs Regarding Subtypes of Socially Withdrawn and Aggressive Behaviors on the Playground Across the Early School Years Larry J. Nelson & Cortney Evans-Stout (2019) <i>Early Education and Development</i> , 30:2, 145-158, DOI: 10.1080/10409289.2018.1544808 Journal homepage: <a href="https://www.tandfonline.com/loi/heed20">https://www.tandfonline.com/loi/heed20</a>	Focus study it's on context the place play , because considered important for contribution to belief educator about behavior interesting self and aggressive in children	Analysis Manova often used in research experiment where there is a number of treatment . multivariate design mixture two direction (MANOVA) is executed for test difference in behavior play , relationship with type gender .	Research results show that educator who more appropriate consider silence, the more big possibility they no To do nothing and more small possibility they for mix hand in respond behavior quiet . This confusing because if educator no consider silence as _ problems , and in turn fail for intervene and help quiet children , then _ they lost opportunity for reduce important , lasting , and dangerous results in life children this .

No	Title / Author / Journal Year	Focus	Methodology Study	Research Results
7.	"Mr. Toad's Wild Ride": Teachers' Perceptions of Reading Instruction in Kindergarten Tina Costantino-Lane <i>Springer Early Childhood Education Journal</i> <a href="https://doi.org/10.1007/s10643-020-01065-1">https://doi.org/10.1007/s10643-020-01065-1</a>	Focus study this for know perception Kindergarten educators in California about Kindergarten no again beginning transition going to formal education .	Method selected research _ is survey . Approach qualitative Instruments that used in study this is questionnaire designed by researcher , population _ in study this is public school kindergarten educator in California. Instruments is a questionnaire designed by researchers consisting of 35 questions closed and two question open	Research results describe competence language oral students who master standard reading , children who master standard originated from family involved _ they in evocative conversation _ thoughts , and that they own highly developed vocabulary before enter garden children , educators believe that student could talk and read miss from social status parent 's economy , in ability they for learn and become can contribute to mastery standard read students .
8.	Perception Educator About The importance of ICT in Learning in Pontianak City Kindergarten Desni Yuniarni (2022) <i>Journal Obsession : Journal of Early Childhood Education</i> DOI: 10.31004/obsession.v6i3.1855	Focus Study is perception educator about the importance of ICT in planning learning	Method used _ is method survey with approach study quantity tif . Data analyzed with use technique analysis descriptive percentage . retrieval technique sample used _ is simple random sampling, where each member given same opportunity _ for selected Becomes sample . Use tool measuring the questionnaire given to kindergarten educator .	Achieved results in study this show Kindergarten educators in the city of Pontianak stated the importance of ICT in planning , implementing and evaluating learning
9.	Role of Educator in designing Learning based on	Focus study this is role educator in designing	Use approach qualitatively carried out for explore , understand and describe	Research results this conclude that composing learning based on wisdom local done with take notes existing

No	Title / Author / Journal Year	Focus	Methodology Study	Research Results
	Wisdom Local in the Time of a Pandemic Rahmawati M, dkk (2022) Journal Obsession : Journal of Early Childhood Education DOI: 10.31004/obsession.v6i3.1802	learning based on wisdom local .	something object study so that could analyze related role educator in designing learning based on wisdom local for child age early in the masses pandemic . In the process of data collection , the team researcher To do Interview as well as To do Focus Group Discussion (FGD).	potential _ environment around of them is condition environment community , custom customs prevailing in society , language used , songs _ _ area , food special , result craft area and game traditional .
10	Understanding Educator Preschool Raudhatul Athfal About Readiness Children's School Syarfina , Elindra Yeti, Lara Fridani <i>Jakarta State University Journal of Early Childhood Education</i> Doi <a href="https://doi.org/10.21009/JPU D.121.13">https://doi.org/10.21009/JPU D.121.13</a> (2018)	Focus study this for know how far is understanding RA educator about readiness school child .	Study this use approach qualitative . Data collected use questionnaire and analyzed by descriptive , questionnaire distributed to RA educators . _ Subject in study this are 58 educators who teach at Raudhatul Athfal (RA) spread over 13 RA	Result show that educator understand about readiness school child for enter school base based on age , independence , and ability academics ( writing , reading and arithmetic ), educators also know that Family , especially parents , as the closest people with child own influence big on all dimensions readiness school .
11	Educator Strategy in Learning Holistic in Early Childhood Education Zulaecha NgiuNovianty Djafri , Arwildayanto.	Focus study this To what extent have PAUD educators implement strategies that effectively theoretical could make it easy they apply implementation	Study this use quantitative descriptive with survey . Data analysis techniques from study this use analysis descriptive in shape table frequency with the formula presented ( % ). Subject	Research results show educator strategy in learning holistic integrative on education child age early with simplify curriculum to fit with competence child age early , educator consistent To do assessment or evaluation for see is the



No	Title / Author / Journal Year	Focus	Methodology Study	Research Results
	<i>Journal Obsession : Journal of Early Childhood Education</i> (2021) ISSN: 2549-8959 (Online) 2356-1327 (Print) DOI: 10.31004/obsession.v 6i3.1798	learning integrative	holistic study consist from head selected schools and PAUD educators use purposive sampling technique. From a population of 159, then taken sample as many as 38 people with details of 32 educators and 5 heads school . Data collection techniques using survey with instrument questionnaire closed .	learning they do already own impact on development and growth child
12	Unit Studies Curriculum: Educator Strategy In Implementation Curriculum at Jungle School Sidomukti Yunita Iriani Kawaitouw Ajeng Ayu Widiastuti , Mozes Kurniawan (2018)  <i>Journal of Early Childhood Education</i> : <a href="https://doi.org/10.21009/JPUD.122.18">https://doi.org/10.21009/JP UD.122.18</a>	Focus study this is strategy educator implement the Unit Studies Curriculum, containing about philosophy , view , belief , way study child , material learning , and design learning child , which is development from curriculum 13 .	Use method qualitative with type study phenomenological , data collection techniques are carried out by triangulation ( combined ), data analysis is inductive , and results study qualitative more emphasize mean from generalization . Announcement technique return data using semi- structured interviews , observations , and documentation . Instrument research used _ through questions _ _ Engineering interview data analysis used is descriptive qualitative .	Research results this show Ability educator in designing strategy implementing curriculum unit learning contains about philosophy , view , belief , way study child , material learning , and design learning child , which is development from curriculum 13 . show that the strategy of educators in implement curriculum unit learning is run through activity play made _ with interesting and creative , and with different game _ every day .

No	Title / Author / Journal Year	Focus	Methodology Study	Research Results
13	Teacher Questioning Practices in Early Childhood Science Activities Erin Hamel Yuenjung Joo , Soo-Young Hong, Anna Burton (2020) © Springer Nature BV Early Childhood Education Journal <a href="https://doi.org/10.1007/s10643-020-01098-6">https://doi.org/10.1007/s10643-020-01098-6</a>	Focus study this about how to apply strategy question used by educators child age early for investigate thinking children During activity science that .	Methodology used _ is description quantitative , participant as many as 4 educators and 28 students technique data collection using questionnaire and video	Research results show that activity exploration science collaborative is ideal part for Upgrade use questions by educators . Background back and training educator may also play a role in use question in context activity science .
14	Teaching Approach and Teacher Self-Efficacy during Early Childhood Distance Learning. Pradita Permatasari Sibagari, Weny Savitry S. Pandia (2021) <i>Journal of Early Childhood Education</i> : <a href="https://doi.org/10.21009/JPU.151.03">https://doi.org/10.21009/JPU.151.03</a>	Focus study this lies in the application approach appropriate learning _ with principles Kindergarten education _ child .	Method research used _ is quantitative through analysis document as source of finding data . A total of 116 Public Kindergarten educators in DKI Jakarta participate fill in the Management Scale Efficacy Class and Scale Educator online . All data processed with use statistics descriptive and correlation .	Research results this showing that approach teaching Kindergarten educator during Child Distance Learning (CDL) or Learning distance far for child only covers two principle PAUD education , namely: teaching thematic and development Skills live . Furthermore , educators Kindergarten in Jakarta area showing efficacy low self _ during CDL. Approach teaching and self-efficacy caused by unpreparedness educator in face challenge during CDL.
15	Analysis Competence PAUD Educator in Making Learning Video Media Bahran Taib , Nurhamsa Mahmud (2021)	Focus study is competence early childhood educator in make learning video media .	Method research used _ is method qualitative ,. Type study qualitative used _ is descriptive . Data analysis begins with To do Interview	Research results Competence educator in make learning video media still low , educators who can make learning video media only 6 people (28.58%) out of 21 educators , but the quality of the resulting

No	Title / Author / Journal Year	Focus	Methodology Study	Research Results
	DOI: 10.31004/obsession.v6i3.1842 <i>Journal Obsession : Journal of Early Childhood Education</i>		deep with informant . Next researcher make transcript results Interview with method rotate return recording Interview	learning video still not yet perfect because educator record it through HP and without editing. Educator too not yet can upload learning videos that have been so to the learning portal or websites like Youtube
16	PAUD Educator Physical Distancing Learning Strategy in Face Covid19 Pandemic (2020)  Botutih , Mardia Bin Smith, Irpan A. Kasan , Rizal Hilala  <i>Journal Obsession : Journal of Early Childhood Education</i> , 5(2), 2021 DOI: 10.31004/obsession.v5i2.919	Focus study on study how communication and collaboration built _ educator in implementing learning strategies during the pandemic .	Type study is descriptive qualitative with interview and observation as a data collection medium . Data collection is carried out with technique observation and interview use sheet observation observations and guidelines Interview	The findings obtained _ that is the form of the learning strategy carried out physical distancing through online and offline. Educator give information activity study and schedule implementation online or offline through application Whatsapp (WA). Online, WA is used for send activity tutorial video form study and parents _ report implementation results activity study child . While offline, meeting very a week to House child .
17	PAUD Educator Strategy in Develop Early Childhood Interpersonal Intelligence in Moment Learn from House  Mubiar Agustin Dinar Nur Inten , Andalusia Neneng Permatasari , Dewi Mulyan . (2021) <i>Journal Obsession : Journal of Childhood Education Early</i>	Focus study This is on the strategy of PAUD educators in develop child's interpersonal intelligence age early moment study from House .	Method used _ in study this is a survey and its approach quantitative . Method survey applied in study this with describe by quantitative . Data obtained online using google form media . Instruments used _ in study this is questionnaire about PAUD educator strategies in develop current AUD	Research results show that the teacher 's strategy needed for develop child's interpersonal intelligence age early i.e. the appropriate strategy development children , learning easy done by parents at home , meaningful and fun

No	Title / Author / Journal Year	Focus	Methodology Study	Research Results
18	DOI : 10.31004/obsesi.v5i2.1055 Enhancement Ability Educator In Science Learning Through Lesson Study Euis Atih Maryati ( 2014) <i>Journal of Early Childhood Education</i> : <a href="https://doi.org/10.21009/JPUD.082">https://doi.org/10.21009/JPUD.082</a>	Focus Study this is on ability educators , science learning and <i>lesson study</i>	interpersonal intelligence study from home . Study this use study action class that is participatory and collaborative , using design kemis and taggart . implementation study this use two purposeful cycle _ for Upgrade ability educator in carry out learning ipa with use method participatory .	Result of study this are : Ability educators , science learning , lesson study in effort Upgrade ability carry out science learning with use method learning participatory increase significant . Ability educator in carry out science learning with use method learning participatory increase and Activity student in learning through lesson study can Upgrade ability educator in carry out learning

Lesson study and Blended Learning learning strategies in designing a play-based curriculum are considered important to look at aggressive and withdrawn behavior in association and early childhood learning, the development of mastery of concepts and the application of STEAM in the curriculum to clarify the types of knowledge when educators design, teach, and reflect on learning. The pedagogic development of educators through reflection between their work environments benefits, obstacles, risks, and challenges in implementing policies and strategies used by early childhood educators to find out children's thinking, which theoretically can make it easier for them to implement the implementation of integrative holistic learning, which is the development of curriculum 13, the importance of mastering ICT in the manufacture of instructional video media, and the educator's view that early childhood is no longer the beginning of the transition to formal education, but part of formal education.

The application of a teaching approach that is in accordance with the principles of early childhood education as well as communication and collaboration built by educators in carrying out learning strategies and actualizing the competencies required for every educator in developing interpersonal intelligence for early childhood. Competence is defined as knowledge, skills, and basic values that are reflected in the habits of thinking and acting. The pedagogic competence of educators includes the implementation of further learning, namely the achievement of learning objectives which means that the learning that has been designed by educators is able to develop aspects of child development such as religious and moral values, physical-motor, language, cognitive, artistic, and socio-emotional as outlined through learning objectives

## **CONCLUSION**

Pedagogic competencies that must be mastered by educators include understanding the insights or educational foundations of educators and understanding of students. Educators also have an understanding of the psychology of child development so that they know correctly how to take the right approach to their students, educators have the ability to develop a national education curriculum in accordance with the specific conditions of the school environment, planning. implementation of educational and dialogical learning, educators create a fun and creative learning atmosphere for children, use technology in learning, evaluate learning outcomes, develop students to actualize their various potentials.

The suggestion that researchers can give regarding the pedagogic competence of PAUD educators in learning development is that educators should attend education and training regularly to continue to improve pedagogic competence. Quality educators are educators who have many abilities, especially in terms of teaching and learning, therefore educators need to develop quality by honing their abilities. In terms of developing the quality of educators, they should take part in activities such as trainings,

workshops, curriculum, activities related to the competence of educators and training on learning tools.

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