

## Conference Paper

# Discussion on the Implementation of the Teacher's Marketplace Program on the Career Follow-up of PPG Private Students

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**Abstract.**

Marketplace is a database of prospective teachers that schools can recruit directly from. Parties that can be included in the Teacher Marketplace database are honorary teachers who have passed the P1 selection and are graduates of Pre-service PPG, so that the teacher recruitment process becomes simpler according to the needs of teacher formation in each school. However, this policy discourse received positive and negative responses from various groups, including PPG Pre-service Batch I and II 2022 students in terms of continuing their careers. This study intends to learn more about the teacher marketplace system that is anticipated to be implemented in 2024, the opinions of PPG Prabatan students on the debate over introducing the teacher marketplace, and what the best response to this debate should be using a descriptive approach and a qualitative research method, with the data source being relevant references and interviews. The study's findings demonstrate that the teacher marketplace system, one of which is intended for pre-service PPG alumni students, is viewed as being more adaptable and simpler to use in deploying teachers in accordance with school demands. PPG Pre-service students, however, objected to the appellation "Teacher Marketplace" being used for this policy. Therefore, the government is expected to consider this policy properly.

**Keywords:** education, teacher, teacher marketplace

## 1. Introduction

Education nowadays is a benchmark for the progress of a nation where human resources are individuals who are intelligent, qualified, and competent [1]. The problem of education currently faced by Indonesia is no longer just seeking education that can be accessed (accessible) by every citizen, but also raising educational standards, as these factors influence the quality of human resources, which in turn affects how civilized the Indonesian nation will be in the future [2].

Education is an effort made by the government in order to advance civilization and improve people's welfare [3], to become a means of learning and learning to develop the potential that exists within students to channel their interests and develop knowledge

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to be broader and explore knowledge [4]. The existence of an educational process will enable humans to think critically and systematically so that they are able to deal with the problems that exist in their lives [5]. The quality of learning that is increasingly developing and the increase in learning that occurs in Indonesia cannot be separated from the role and services of a teacher [6].

Today, it is impossible to avoid globalization, which permeates all facets of human life. As a result, it is crucial to work toward educating students to develop strong national identities, good moral character, and technical and scientific acumen so they can compete on a national and international scale [7].

Because human resources, particularly in the field of education, play a significant strategic role in national development, teachers play a crucial role in the teaching and learning process [8]. To ensure excellent teaching and learning processes and learning results [9], this is where the significance of teacher professional quality standards rests [10].

The Ministry of Education and Culture's team (2020) contends that the quality of education has not been distributed equally across Indonesia despite numerous efforts to: (1) ensure the quality of education through the accreditation of schools and other educational institutions; and (2) improve teacher quality in a sustainable manner. It is vital to work to improve Indonesia's educational standards, one of which entails enhancing the caliber of teachers through Pre-service PPG [11].

PPG, or teacher professional education, is a program that is held to help teachers thoroughly acquire their subject-matter expertise [12]. Pre-service PPG offers Educator Certificates in Early Childhood Education, Basic Education, and Secondary Education to aspiring teachers. It is held following the Bachelor or Applied Bachelor programs for Bachelor and Diploma IV graduates from both the education and non-education sectors [13].

It is anticipated that the presence of this Pre-service PPG will be able to raise the caliber of education in Indonesia as a result of its graduates' acquisition of the four primary competencies that all teachers should possess. Honorary teachers continue to be a concern in Indonesian education, this cannot be ignored. The Pre-service PPG program has allowed for the present hiring of professional teachers, but in order to avoid inciting societal envy, the government should pay attention to honorary instructors who have worked for many years.

Therefore, in an effort to improve teacher recruitment governance, the government is planning a policy to create a teacher database in the form of a market place containing

honorary teachers who have passed the selection process and graduated from Pre-service PPG. However, this policy plan raises pros and cons in the community, so the authors are interested in researching the views of Pre-service PPG students on the discourse on implementing Teacher Marketplace to maximize the spread of teachers in Indonesia.

## 2. Method

Because the data gathered in this study is in the form of a description or in-depth description, the methodology employed is a qualitative methodology. The qualitative approach is a method of comprehending inquiry built on well-established methodological traditions. Researchers construct a comprehensive mental model, scrutinize language, detail informants' opinions, and perform investigations in a natural way [14]. The primary types of data in this study are information, events, and responses from persons who were seen or questioned in the form of their words or actions [15]. Towards the opinions of PPG Pre-service Batch I and II Year 2022 towards the policy discourse around the Teacher Marketplace, the researcher gathered qualitative data in the form of words in the form of descriptions.

## 3. Results and Discussion

### 3.1. Teacher marketplace system

Based on the Commission X DPR RI Work Meeting with Menpan-RB, the Indonesian Minister of Education, Research, and Technology, which took place on May 24, 2023. Nadiem Makari, the Minister of Education, explained that there were three issues with honorary teachers as she and the Ministers of Home Affairs and The Central Government's preparation plan was discussed by Finance of the Republic of Indonesia in Supporting Preparations for Filling PPPK Teacher Formations. First, honorary teachers are employees of schools who may relocate at any time, cease retiring at any time, or pass away at any time. As a result, the school is unable to replace the instructor until the ASN teachers are centralizedly recruited.

Second, it is feared that the number of instructors who must be hired and the demands on teachers in each school will be out of sync. As a result, based on the number of students and teacher capacities required in each school, the central government can validate and monitor the required teacher formation that the schools propose. There

were cycles that were out of sync with each institution because the center handled this recruitment. Third, the local government failed to provide an acceptable ASN teacher formation in accordance with needs; instead, data from the center was based on student enrollment, according to Dapodik; these three issues forced the central government to come up with a solution.

The Teacher Marketplace is the answer that the government can offer. The first of the three pillars of Teacher Marketplace, which will be put into action in 2024, is the idea of a market place for talented teachers who have been registered in a database that all Indonesian schools can access. Second, the pattern of recruitment, which was initially conducted centrally at the center, will be modified to real-time, with the school conducting the hiring directly. The third is making sure that even though we have established a teacher market, there are still schools in need of teachers and no teachers who wish to fill those positions. To address this issue, we must alter the incentive structure so that all open teaching positions in those schools are filled.

The Marketplace for Teachers is a database that will later be supported by technology where all these schools can access it. Parties that can be included in the Teacher Marketplace database are honorary teachers who have passed the selection process and graduated from Pre-service PPG. So prospective teachers are more flexible to register and choose teaching locations without having to wait for a centralized recruitment process, truly following the needs of each school in the region.

The hiring procedure will also alter. The first is the ASN teacher salary and allowance budget, which was previously in the Regional Government but will now be transferred directly to schools, just like the BOS budget, and it can only be used to hire teachers through the teacher marketplace. As there is already a teacher marketplace, there is no longer an option to use the budget to hire honorary teachers once more.

The school will automatically appoint a teaching candidate who earns the required passing grade as a First Aid. Of course, teachers benefit greatly from this incredibly effective method. The only way to stop hiring new contract teachers is through a technology-supported approach, which gives every school the best chance to fill their needs without having to wait for the central hiring cycle. This is how the issue is at schools that have been looking for teachers for a while: giving schools their independence and autonomy back to carry out this struggle, okay.

### 3.2. Views of pre-service PPG students on teacher marketplace

You will be encouraged as a student enrolled in an educational study program to pursue a career as a teacher or educator. Pre-service One of the courses that can be taken to become a teacher is PPG. After a candidate completes an undergraduate or non-graduate education degree, they may choose to continue pre-service teacher professional education, a sort of post-undergraduate education that can be pursued and prepares students for professions with specialized skill requirements. This program lasts for 1-2 years. PPG is a substitute program for Deed IV, which became invalid in 2005 [16].

In June-July 2022, the Government has opened registration for the Pre-service PPG Program Batch I and PPG Pre-service Batch II, the registration will be held in August-September 2022. The total number of students who have passed the Pre-service PPG Program Batch I is 13,809 students, and a total of 13,944 students passed PPG Pre-service Program Batch II. Until mid-June 2023, these students are currently carrying out lectures, in which graduates will receive the title 'Gr' behind their names, and are ready to serve at school.

As previously explained, Teacher Marketplace is a place for teachers who have graduated from Pre-service PPG who will later serve in schools. Through this application, new teachers no longer have trouble waiting for central recruitment, instead they can be recruited directly by schools. However, what is the response of Pre-service PPG students to the discourse on implementing Teacher Marketplace? The following is the opinion of Pre-service PPG students regarding Teacher Marketplace :

#### 3.2.1. Views of 2022 Pre-service PPG Students Batch I

Makassar State University is one of the best teaching universities in Eastern Indonesian which produces the best teaching staff for the Indonesian nation. Siti Nurjannah Ashari, a PPG student at Makassar State University in the field of History Education, who is familiarly called Jannah, shared her opinion about Teacher Marketplace, which is currently being hotly discussed.

Jannah believes that the Teacher Marketplace is a new breakthrough issued by the Minister of Education, Mr. Nadiem Makari, to simplify the teacher procurement process. Every teacher who has competence and is eligible to be declared to teach will be included in the Teacher Marketplace database, such as Honorary Teachers who have passed P1, as well as new Teachers who have passed Pre-service PPG. This program

is also seen as making it easier for Pre-service PPG graduates to pursue a career path to becoming a teacher.

A policy will undoubtedly have benefits and drawbacks in society, particularly for educators. This is because the term “Marketplace Teacher” is perceived as being inappropriate and because it implies that instructors are “goods” that the school can buy based on their needs. The third point that alarms Jannah is that because teacher recruiting is now handled directly by the schools rather than being centralized by the government, Teacher Marketplace allows nepotism or the abuse of power for each school.

Jannah was naturally disappointed because the administration didn’t seem to care about the welfare of the teachers, who appeared to be tradeable commodities. Therefore, he expects that the Teacher Marketplace program’s name will be changed to something more appropriate and respectful of teachers, and that the execution of this program will eventually improve the welfare of teachers’ lives in Indonesia.

Apart from Jannah, Supri, who is a PPG Student from the Pre-service Social Sciences Cluster at Halu Oleo University, also shared his opinion regarding the discourse on implementing Teacher Marketplace. Supri believes that Teacher Marketplace is a policy formulated by the Ministry of Education and Culture, Research and Technology, in which in 2024 teacher recruitment will no longer be done centrally, but schools will be given the authority to recruit teachers based on their needs. Schools can recruit teachers through the Teacher Marketplace which contains teachers who have passed ASN priority 1 but have not yet received placement schools and teachers who are graduates of Pre-service PPG.

Supri opposed the use of the term “teacher market place,” which suggests that instructors are commodities that can be traded. This is also in line with criticism made by Dede Yusuf, Deputy Chair of Commission X DPR RI, during a working meeting between the DPR RI and the Ministries of Education and Culture, KemenPAN-RB, the Ministry of Home Affairs, and the Ministry of Finance during which it was discussed whether the Central Government was ready to support preparations for filling PPPK Teacher Formation positions. She suggested that the term “teacher market place” be changed to “teacher talent room.”

Of course, the hope in the future is that this policy will have a good impact on the progress of educators in Indonesia because indeed one of the obstacles faced is that the future of teachers is not guaranteed. There are still many teacher issues that have not been resolved. Hopefully with this policy, teachers can get a better fate.

### 3.2.2. Views of 2022 Pre-service PPG Students Batch II

PPG Pre-service Students Batch II in 2022 are currently studying in semester 2. Rahmania, who is a Pre-service PPG student in the field of History Education at Makassar State University who is conducting PPL 2 at SMA 3 Enrekang, gave his opinion on Teacher Marketplace.

The Teacher Marketplace program, according to Rahmania, is intended for honoraries who have passed the P1 selection but have not yet been placed as well as students who graduated from Pre-service PPG as a forum for recruitment that will later be carried out by the school in order to distribute teachers equally across each region. Rahmania believes that this policy should be reevaluated despite the various benefits and drawbacks of this policy debate.

Rahmania believed that handing over authority schools to recruit teachers would have a very high risk of causing nepotism. This is because schools are prone to choosing people who are 'close' to them. They can easily recruit their family and friends without any objective judgment. Rahmania is also a bit pessimistic if later on there will be no schools that exploit him because he has no relationship with the school.

The government needed to pay attention to every policy it issued, so it is hoped that the government will be clearer in making policies. Directed, in particular, for the well-being of Indonesian educators. The previous Pre-service PPG policy regulations, where there was still some unclear and confusing policy information, as well as the problem of PPPK placement that was still not clear.

Meanwhile, Shinta Purnama Sari, who is a PPG Pre-service student at Makassar State University in the field of History Education and is also a classmate of Rahmania, believes that Teacher Marketplace is the latest policy issued by the government for future teacher recruitment. Later, the recruitment of teachers will be carried out by the school in accordance with the quota of teachers required at the school.

The Teacher Marketplace database will later be filled with PPPK teachers who do not yet have placements, and students who graduated from Pre-service PPG. However, the concern is that the recruitment carried out by the school is unfair because the selection benchmark can be seen from family relationships and close relationships with the school. Making teachers who have no connection with the school side not selected and empowered by the school.

By him, I hope that every policy set by the government can bring positive impacts on the education sector in Indonesia, especially for the lives of teachers who have contributed to building the Indonesian nation.

Based on this opinion, it can be seen that PPG Pre-service Students batch I and II in 2022 have pros and cons with this policy. Pro students see a simpler teacher distribution system through the teacher marketplace, and the advanced process for pre-service PPG graduates can also be made easier in pursuing a career as a teacher through this program. While students who are cons see that the marketplace system is prone to nepotism on the part of the school. Even so, all of them agreed to disagree with the use of the name 'Teacher Marketplace' which considers that teachers are traded goods. Therefore, they want the government to consider using a name that is wiser in accordance with the dignity and status of a teacher.

### **3.3. Solutions for pre-service PPG student careers in overcoming inequality in the distribution of teachers in indonesia**

The main element in the execution of education in schools can be considered to be the presence of teachers. According to Article 24 Paragraph 1 of Law No. 14 of 2005 Concerning Teachers and Lecturers, the government is required to equally meet the demands of teachers in terms of numbers, academic credentials, and competences. According to their separate powers, the federal government, province governments, and district/city governments are all required to address the requirements of teachers in their respective regions.

In 2011 the government issued a policy to regulate the distribution of teachers. The policy is in the form of a Joint Regulation of Five Ministers (Minister of National Education Number 05/X/PB/2011, Minister of State for Administrative Reform and Bureaucratic Reform Number SPB/03/M.PAN-RB/10/2011, Minister of Home Affairs Number 48 of 2011, Minister of Finance Number 158/PMK.01/2011, and Minister of Religion Number 11 of 2011 concerning Arrangement and Equalization of Civil Servant Teachers (PNS). This policy is used as a guideline for local governments in managing PNS teachers including improving the distribution of existing teachers as well as controlling the recruitment of PNS teachers in their respective work areas [17].

However, in 2021, the government made a policy of stopping PNS teacher recruitment based on the results of a policy evaluation on recruiting CPNS teacher formations, a very important matter and a record for the government because many teachers with PNS status asked for transfers after their appointment. This is a big enough problem considering that education equity cannot be resolved. This policy was formed with the reason that looking at the condition of CPNS after serving for more than four or five years they usually ask to be transferred, because this system will damage the



distribution system of educators nationally. The government has been trying for more than 20 years to deal with this problem, but it has not been resolved, with various reasons and considerations and seeing this condition the government made a policy shift in the form of PPPK [18].

This causes the problem of uneven distribution of teachers, hindering the progress of education in Indonesia. Based on the 2019 Basic Education Data (Dapodik), there are still 24.45 percent of education units that do not yet have PNS teachers (excluding school principals and education staff). Education units that lack more than half of the teacher's needs are around 17.65 percent. Meanwhile, education units that lack teachers are between 50-10 percent, which is around 17.41 percent. The education units that meet the needs of teachers are around 21.12 percent. In addition, there are also educational units that have excess teachers, namely around 8.23 percent and those that are currently experiencing excess teachers, around 11.14 percent [19].

The distribution of teachers is related to government policies, management of educational information systems and overall supervision of various aspects that allow for teacher shortages in an area. Unequal distribution will cause inequality between one region and another [20]. The government is increasingly aggressively carrying out quality improvements to prepare new teachers, in this case PPG Pre-service which will later be distributed to all regions in Indonesia.

Nadiem Makarim as the current minister of education, states and believes that teacher quality is the key to successful learning and education [21]. Therefore, together with related parties, he presented a solution regarding the equitable distribution of teachers through the introduction of the 'Teacher Marketplace'. Teacher Marketplace is seen as a solution to the problem of inequality in the distribution of teachers in Indonesia.

The Teacher Marketplace strategy is regarded as being simpler because teacher recruitment may be done whenever it is necessary and directly by the school, eliminating the need to wait for teacher recruitment to be consolidated by the center. Teacher Marketplace intended for honorary teachers who have passed the P1 selection and students who graduated from Pre-service PPG. Even so, the discourse regarding the Teacher Marketplace policy still needs to be considered by the government. There are still many pros and cons regarding this policy.

In the career continuation process for PPG Pre-service graduates, based on the integrity pact previously signed when registering, the alumni will serve for 2 years before finally being able to register for First Aid. However, when the discourse on the 'Teacher Marketplace' policy was issued, rumors circulated that PPG Pre-vocational alumni could immediately register for First Aid without having to serve for 2 years as

previously signed in the integrity pact. However, after confirming this information to several Pre-service PPG students, this rumor is still unclear, they are still waiting for a decision from the center regarding the continuation of their career later.

Responding to the discourse on the 'Marketplace Teacher' policy, the author argues that the use of technology in the recruitment and placement process for PPG Pre-service graduate students is very necessary. A database that already contains the names of students, in addition to containing student identities, should be equipped with the expertise they have, for example a student named Jannah, not only displays his own identity, but also displays the strengths that Jannah has in designing posters, being creative in making learning media, and other strength points that students can fill in manually. This is intended so that schools get to know the prospective teachers they will recruit.

However, the authors consider that schools may not directly recruit prospective teachers in the 'Teacher Marketplace' system. This is because direct recruitment in schools is prone to nepotism or recruiting close acquaintances to teach at the school. Therefore, it is necessary to have a special body formed by the government to select prospective teachers to be recruited by teachers.

In simple terms, the author provides a teacher recruitment scheme using the 'Teacher Marketplace' system as a career follow-up for pre-service PPG graduate students, namely students who have graduated can register themselves in the 'Teacher Marketplace' system independently, like registration in an application by entering a number of things such as identity, Serdik number (Educator Certificate), and other information. After having an account, students can add complementary information to the system's homepage, such as teaching experience, their strengths and weaknesses, and can upload supporting images on the homepage. In addition, PPG Pre-service graduates can also choose the schools they want. So the impression is, alumni can also choose the school they want, not only the school determines the prospective teachers they will recruit. When it is suitable, agreed between the school and alumni, then the recruitment data can be sent to the center for verification. Verification results can be sent directly to student and school accounts, and assignment letters can also be downloaded directly on the 'Teacher Marketplace' system.

According to him, from this scheme prospective teachers are not considered as a 'goods' that is traded, but rather as a liaison between schools that need teachers, and PPG Pre-service alumni who want to become teachers. The system can also connect alumni from all over Indonesia, later the system will be similar to well-known social media such as Tik Tok and Instagram which users can use to create educational content,

comment on each other, and chat with alumni. The name of the system can also be changed such as 'Educators with Achievement' or 'Dream Teacher'.

That is the solution that the author can provide, I hope that the government can continue to make the best innovations in determining policies for education in Indonesia, especially to follow up on the career sustainability of Pre-service PPG students.

## 4. Conclusion

Marketplace is a database of prospective teachers that schools can recruit directly. Parties that can be included in the Teacher Marketplace data base are honorary teachers who have passed the P1 selection and are graduates of Pre-service PPG, so that the teacher recruitment process becomes simpler according to the needs of teacher formation in each school. However, this policy discourse received pro and con responses from various groups, including PPG Pre-service Batch I and II 2022 students in terms of continuing their careers. Students who are pro see a simpler teacher distribution system through the teacher marketplace, while students who are against see this marketplace system as prone to nepotism on the part of the school. Even so, all of them agreed to disagree with the use of the name 'Teacher Marketplace' which considers that teachers are traded goods.

Responding to the discourse on the 'Marketplace Teacher' policy, the author argues that the use of technology in the recruitment and placement process for PPG Pre-service graduate students is very necessary. Of course, by making some adjustments in its application, for example, schools may not directly recruit the teachers they want, but submit the names of teachers to be recruited to the center, which will later be verified by the center regarding their eligibility. This is done so that the existence of this system is free from acts of nepotism, and further increases the confidence of Pre-service PPG students in this policy for the continuation of their careers in the world of education.

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