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## Meta-Synthesis Study: Positive Effects on Positive Personality of Teachers in Teaching Profession

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### Abstract

This study comprises a meta-synthesis study to perceive the positive impact of teachers' personality in the teaching and learning process. A total of 16 samples from a total of 304 research samples between year 2012 and 2017 were selected. The data were analyzed using narrative coding. The findings showed that the positive personality of teachers was an important aspect that can affect teachers and students. The meta-synthesis analysis has made it clear that the impression of positive personality can help to improve the level of professionalism of teachers; increase the effectiveness of teaching; contribute to emotional balance of teachers; improve academic achievement of students; improve motivation of student; create a practice of healthy culture for a society. The results of this study clearly showed that the positive personality of the teachers affected the process of teaching and learning. The importance of producing teachers with positive personality is essential in improving the quality and effectiveness of education and the image of teaching.

**Keywords:** Positive Personality, Meta-synthesis, Teachers, Teaching Profession

### Introduction

The education field aims at enhancing the excellency of a student from various aspects such as character, academic and high identity to an ideal feature desirable. To achieve that goal, the quality of teachers with professionalism, effective in teaching, able to improve academic achievement, motivation, self-emotion balance and healthy culture will certainly be able to realize the goal. Quality education will elevate the dignity of a person.

Therefore, the teachers take the sacred trust to ensure the success and continuity of the education process for the sake of national development. However, all these things can only be realized if the educators are able to emulate and adhere to the code of ethics of educators and noble character (Baharin & Suzana, 2010).

As highlighted by Rahman (2014), the best teacher is an effective teacher which is defined as a good educator and can impact the students in terms of personality and thus able to trigger

behavioral changes to students. Effective personalities such as friendly, strong emotional control, good appearance, diligence and dedication in the task are important to be practiced by an effective teacher. Therefore, it is time for the teacher to move based on the needs of this country that has invested financially to educate the country's assets. To further reinforce this statement, the causes that address this issue need to be detailed for the benefit of all.

### **Research Objective and Purpose**

The objective is to identify the effect of positive personality of teachers towards the teaching and learning process. The purpose of this study is to look at some of the previous studies on the effects of positive personality of teachers in the teaching and learning process.

### **Research Question**

This study is carried out to answer the research question: Is positive personality affect the teaching and learning process?

### **Methodology**

The study is a systematic study which focused on the qualitative analysis of the findings. Systematic study is conducted to increase the benefit of a search result after narrative data are obtained with a wide range of findings (Hass & Springer, 1998). Systematic study, and the design and selection of coding also can be done more easily. Four information-seeking agents were used namely Sage, Ebscohost, Willey Online and Google Scholar. The keywords set were "personality", "Importance of teacher's personality trait" and "Importance of teacher's positive personality trait". The scope of the search was around year 2012 to 2017. The focus of the selected research article was to examine the positive impact of positive personality of teachers in the teaching and learning process. The research group consisted of trainees, experienced teachers, university students, adolescents, and school students.

The coding method used several specific themes: 1) P for Professionalism, 2) KP for teaching effectiveness, 3) PA for academic achievement, 4) M for Motivation 5) KE for Emotional Balance, and 6) B for Culture. The list of articles retrieved was then encoded with C1 to C16. After analyzing and reviewing the articles, there were 16 best selected articles. All the 16 articles were samples of this study.

### **Findings**

Through the findings, a few analyses related to the question raised in the study which explored the personality aspect among the trainee teachers were performed. Overall, the findings of the questions raised indicated that the themes were closely related to the research model and reference sources. The findings showed that positive personality among teachers has a significant impact on the teaching profession. The findings are divided into six codes:

- i- To enhance level of professionalism of teachers;
- ii- To help effectiveness of teaching;
- iii- To contribute to emotional balance of teachers;
- iv- To increase motivation of teachers and students;
- v- To increase the academic achievement of students;
- vi- To create a healthy culture for society.

### **Positive Personality to Enhance Level of Professionalism of Teachers**

The meta-synthesis study as proposed by Piri et al. (2016) reported that a teacher's professionalism is strongly associated with the personality such as calm, tolerant and responsible which can improve competence in professional ethics (Ghozali & Kamri, 2015). This description has illustrated that personality of Kaffa'ah's teacher (well-known in the field); 'Awfu bi al-uqud (fulfilling commitment); Himmah al-'amal (high ethics); Ansar Allah (Willing to help); and Trust (trust and responsibility) cultivate Islamic personality, improve professionalism as a teacher, and handle issues of incompetence in moral misconduct while carrying out their duties. This is important in the aspect of professionalism and career development of teacher. The study is supported by Erylmaz & Kara (2017) which performed a comparative study of pre-service teachers with teachers in the service acknowledging the fact that the career solution was easier. The development of professionalism flourishes with the exploration of extroverts of self-identity which facilitates life, and goals-oriented behaviors. A person will succeed in overcoming the tasks associated with great responsibilities and facilitates career adaptation. Given this situation, Basima et al. (2013) emphasized that teacher's positive personality contributes to the efficiency of the national education system.

### **Positive Personality Assists Effectiveness in Teaching**

Positive personality among teachers can impact the learning process. The learning process becomes less effective if teachers are aggressive in nature because they might offend the students (Jong et al., 2014). The results of the study on pre-service teachers showed that good personality contributes to the effectiveness of teachers while carrying out duties in the classroom (Cirtautienė, 2016). The study also revealed that the personality of teachers can influence the communication between a teacher and the student, and can help managing the students in overcoming the challenges in the classroom.

Due to this privilege, it is pointed out that the management of self-discipline is important for the improvement of effective teaching practices (Kindzierski, et al., 2013). In fact, Suditu (2014) also supported that positive personality of teacher gives effectiveness in teaching. In addition, effectiveness of teaching can be accepted by students when the teachers teach with enthusiasm, stimulate students' curiosity with puzzle questions, able to understand themselves, select classroom activities with participation of students to make them happy. A study on university students of various courses from the field of educational science and engineering in Romania exhibited that students became active when the lecturer has a good personality (Suditu, 2014). Furthermore, this study also found that the positive personality of teachers contributed to the efficiency of teaching. The thing to be sure in teaching is that the quality of teachers with extroversion personality traits contributes to the teaching efficiency given in the classroom. This is in contrast to teachers with neurotic personality which give negative effect on teaching (Aydın et al., 2013). Given the situation, Erylmaz & Kara (2017) conducted a review on 176 pre-service teachers of a total of 204 teachers in the service which found that the results of exploration of self-identity have greatly facilitated life. Proactive social extrovert's personality traits and goal-oriented work to help teachers overcome the tasks associated with their great responsibilities helps to simplify customization in their careers.

### **Positive Personality Contributes to Emotional Balance of Teachers**

The positive personality of the teacher is important to be formed to give the teacher an emotional balance. Teacher's personality acts as an expression of energy while performing a task. This good energetic expression helps to balance emotions (Piri et al., 2016). Due to that, Eryilmaz (2014) conducted a study on 187 teens aged between 14 to 16 years old. The teacher's personality is said to be balanced when the emotion of the teacher is also balanced. Teacher's emotion is an essential element of creating self-regulation in the process of helping students. This proves that the positive characteristic of teachers can enhance the emotional energy of a person and relate to others as well (Basima, 2013) when the relationship of a teacher with the students is smooth, then the development of learning becomes more convenient.

### **Positive Personality Increases Motivation of Teachers and Students**

Analyses on 504 high school students conducted by Maulana et al. (2014) have emphasized that interpersonal behavior of teachers such as friendly, and support from teachers have greatly influenced the student's academic motivation. Students may regard the teacher as a model that plays a major role in their learning process. Teachers can give good examples to students in teaching process (Jugovic et al., 2012). The questionnaire and results of the analysis of the confidentiality factor (CFA) explained that the characteristic of a better personality of a teacher predicts the intrinsic motivation rather than extrinsic motivation. This description demonstrates continuous interpersonal and integrity of behavior as the important predictor of career value as well as satisfaction with the profession chosen. Meanwhile, it is an advantage (extraversion) possessed by a person for having social motivation and high potential in teaching profession.

### **Positive Personality Increases Students' Achievement in Academic**

Positive personality of teacher also generates academic achievement of students. Based on a study performed to 317 students and 19 teachers in Cyprus carried out by Charalampous & Kokkinos (2014), it was found that positive personality of teachers helped to improve students' academic achievement. Teachers who have a friendly personality with students can foster good cooperation with students. As a result, it helped to improve students' academic achievement. This is in contrast to teachers who have the opposite personality. Hence, the personality characteristics of teachers have a high internal locus of control with a combination of good personalities. This will affect the cognitive condition, emotion and self-motivation, and level of readiness of student for learning as the most important feature to predict students' academic achievement (Balaban Dağal & Bayindir, 2016).

### **The Importance of Positive Personality Creating a Healthy Culture for a Society**

The development of an important aspect of teacher's personality opens a different view as described by Bakar (2017). The study explained that the practice of interpersonal communication of teachers forms a decent language. From a qualitative study of German teachers and Indonesian teachers who have 15 years of experience in teaching Malay language in German, the findings showed that the use of language by teachers symbolized the culture of society. In other words, interpersonal communication can symbolize the culture of the teacher through soft language. At the same time, it creates a healthy culture for a society.



The findings of the study were then analyzed to obtain the desired breakdown of information. The theme of positive personality of the teachers which affects teaching and learning process is presented as follows:

### Theme in Meta-Synthesis

According to Table 1, professionalism was the most widely stated theme in 4 journals of 5 meta-synthesis articles. This was followed by the teaching effectiveness theme amounted to 6 journal articles consisting of 6 meta-synthesis articles. The next theme was the emotional balance of 2 articles with 2 insights for meta-synthesis. The motivation and academic achievement theme has 2 articles with 2 meta-synthesis, respectively. The last theme was culture with 1 article derived from 1 meta-synthesis article.

Theme	No. of Journal	Meta-Synthesis Findings
Professionalism	4	5
Teaching effectiveness	6	6
Emotional balance	2	2
Motivation	2	2
Academic achievement	2	2
Culture	1	1
Total	17	18

**Table 1: Theme**

### Findings in Meta-Synthesis According to Theme

No	Theme	Findings	Authors
1.	Professionalism of teacher	The personality of a calm, tolerant and responsible teacher is enhanced in the ethics of professionalism	Piri et al., 2016
Professional personality in field, commitment, ethical, helpful, trustworthy and responsible to improve the level of professionalism as a teacher and assist in dealing with issues of incompetence of teachers		Ghozali & Kamri, 2015	
Career development is easier towards professionalism with extroverted personal identity exploration.		Eryilmaz & Kara, 2017	

		The positive personality of teachers contributes to the efficiency of the nation's education system	Basima et al., 2013
		Career development leads to professionalism with the exploration of self-identity	Eryilmaz & Kara, 2017
2.	The effectiveness of teaching	Positive personality of teachers gives effectiveness in the classroom	Jong et al., 2014
		The good personality and communication of teacher and students can help to overcome the challenges in the classroom	Cirtautienė, 2016
		Management of teachers' behavior is important to form effective teaching practices	Kindzierski et al., 2013
		The passionate personality of a teacher stimulates curiosity, empathizes with students, conduct interesting activity with students to make them happy and more active learning in the classroom	Suditu, 2014
		The extraverted personality of teachers contributes to personality traits influencing teaching efficiency.	Aydın et al., 2013
		Extrovert self-identity such as proactive, and goal-oriented work helps teachers to overcome their tasks and facilitate customization in career	Eryilmaz & Kara, 2017
4.	Emotional balance of teachers	Self-personality becomes energy expression in helping emotional balance.	Piri et al., 2016
		The teacher's personality is said to be balanced when the inner emotion of the teacher is balanced.	Eryilmaz, 2014
4.	Motivation of teachers and students	The interpersonal behavior of teacher gives a lot of supports to the students, which can influence the students' academic motivation.	Maulana et al., 2014
		Interpersonal intrinsic motivation explains the good personality of a teacher. Behavioral integrity is important in career as well as satisfaction with the chosen profession.	Jugovic, et al., 2012

3.	Students' academic achievement	Teachers with friendly personality help to improve student academic achievement	Charalampo us & Kokkinos, 2014
		Good personality of teacher and high internal locus of control affect cognitive control, emotion as well as fostering motivation as influential sources in predicting students' academic achievement.	Balaban Dağal & Bayindir, 2016
6.	Culture	The use of language by teachers symbolizes healthy culture for a community.	Bakar, 2017

**Table 2: Findings of Meta-Synthesis According to Theme**

### Discussion and Conclusion

Based on the findings and discussion of the study, the positive personality of teachers affects the teaching and learning process. It also affects other teachers, students and community. Improving the positive personality of teachers can enhance the level of professionalism, influence effectiveness of teaching in the classroom, affect emotions of teachers in performing their duties to create an attractive atmosphere of teaching and learning, and attract students' interest to engage with activities in the classroom. Thus, it can produce students who fulfill the aspirations of the National Education Philosophy which intends to nurture a balanced human capital in terms of physical, emotional, spiritual and intellectual aspects.

Positive personality of teacher is very important in the development of personal personality and thus can improve the level of professionalism in teaching profession. The career development of teachers can be planned through the development of positive personality. As stated by Hussin (2004), the disadvantages of personal characteristics or personality elements and attitudes can have adverse effects on the quality and effectiveness of education, and the image of teaching profession. Therefore, this study gives us an awareness that the enhancement training of positive personality needs to be addressed and desirable in designing an education institute to produce a balanced teachers' personality and to strengthen the teacher's level of expertise.

Consequently, it is recommended for future researchers to consider the assessment towards the performance of teachers, co-workers and supervisors. It is expected that this study will provide some insights on the importance of teachers' positive personality. Also, this study is expected to help teachers to apply this personality development at the training stage again. In fact, the first step in learning process is to be able to appreciate the philosophy of national education in educating the next generation.

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