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Implementation of E-Law Consult in Kedungsapur To Protect Teacher from Lawsuit Regarding their Profession

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Abstract—The general public's lack of understanding of the law is more due to their lack of access to legal information sources, as evidenced by cases that ensnared teachers in Central Java and Indonesia regarding their profession as teacher. This problem needs to be handled by making a breakthrough that utilize technology. The technology applied is expected to help the community, especially for teachers in Central Java, regarding their profession's legal information and legal issues. The purpose of this study can develop E-Law Consult as a place for legal protection for Central Java Teachers. The procedure for developing this E-Law Consult uses a model developed by Borg and Gall which includes 10 stages, namely (1) Research and information collecting, (2) Planning, (3) Developing preliminary form of product, (4) Preliminary field testing, (5) Main product revision, (6) Main field testing, (7) Operational product revision, (8) Operational field testing, (9) Final product revision, (10) Dissemination and implementation. In this study, In the development process, the product was validated by experts, with a value for material experts at 98.3% included in the very good category while for media experts at 88.2% in the very good category. Based on the results of the experts' validation, the e-law consult media is a valid product and is suitable for use.

Keywords: *Design, e-law consult, protect, teacher*

INTRODUCTION

Protection of teachers and teaching staff in doing what their profession ordered is considered to be minimal, as seen in the emergence of cases of violence against teachers in Indonesia where many of them happened because the lack of understanding from The Teacher themselves and The Community regarding their profession (Arthur. : 2014). These problem arise because when teacher gave stern punishment for the student, for example, the community, especially the student's parent tend to believe that what they do as violence on children and file a lawsuit against them, although it is realized that the Act actually already clearly states that teachers are entitled to protection in undergoing their profession. The regulation referred to is Article 39 paragraph (3) of Law Number 14 Year 2005 concerning Teachers and Lecturers which states that legal protection covers acts of violence, threats, discriminatory treatment, intimidation or unfair treatment by students, parents of participants students, the public, bureaucracy or other parties. (Handoko, W. T. : 2015). In several articles, it is mandated that there are derivative rules made through Government Regulation / PP. However, why have there been so many harassments and stunts on the teaching profession lately? Many teachers are trapped in legal cases, complained to the police with the pretext of violating UUPA / Law on Child Protection and

Human Rights / Human Rights.(Hadi, M. : 2012).

Because disciplining students causes the teachers to be put in jail, The law on Human Rights, which in this case, were interpreted as violation on children. For example, in the case of a teacher named Ahmad Budi Cahyono at Torjun 1 High School, Sampang Regency, Madura, whodied due to violence perpetrated by one of his student's parent (<http://enizaetuniah.gurusiana.id/article/artikel-tentang-perlindungan-profesiguru-4884682>). to overcome this problem, the Law recognizes the term of fiction of law, which is wherever anyone without exception is considered to know the law. Even though this adage has long been abandoned, the fact is that this view is still shared by the judicial world (Barton. : 2004). Decision of the Supreme Court (MA) and the Constitutional Court (MK). MA Decision No. 645K / Sip / 1970 and the Constitutional Court's decision No. 001 / PUU-V / 2007 still shows that both of them contain the same principle of: "*A person's ignorance of the law cannot be used as an excuse for forgiveness*".(Afandi, F. : 2013).

The lack of public understanding of the law is due to many factors. But in general it is more due to their lack of access to legal information sources. For example, the Official Gazette (LN) and Supplement to the Official Gazette (TLN), where laws and their explanations are published, are not mass produced and are not free. If only all regulations issued by the government could be accessed easily, it is likely that the public would increasingly understand the law. Lack of community understanding of the law can be resolved through socialization or counseling or also through legal education. The public can also access via www.hukumonline.com. But of course it can not penetrate to the deepest lines of society because to do so requires not only material, but also energy and time that is not small so it can not reach the maximum. Rapid technological developments, changing the way people look at technology. Technology becomes a supporting need in finding information (Edita. 2012). This potential can enable people to get to know the law more quickly. This underlies the need to develop an E-Law Consult as a legal protection forum for Teachers in Central Java to answer the community's mobility needs for the law so that with the E-Law Consult the public is expected to know the law well. From the above background the researcher considers it necessary to design of e-law consult to protect teacher in central java Indonesia. (Dewi, N. K. R. K. : 2019).

LITERATURE REVIEW

A. Policy about teachers

Government policy stipulates Law Number 14 Year 2005 regarding Teachers and Lecturers to give attributive authority to the government and regional governments to provide legal protection to teachers in carrying out their professional duties. Legal protection is the right of the teacher which includes legal protection against acts of violence, threats, discriminatory treatment, intimidation, or inadequate treatment from students, parents, students, the public, bureaucracy, or other parties. Ardi, M. (2016) states that the Pontianak City Government through Regional Regulation No. 12 of 2009 concerning the administration of education in Pontianak City is also mandated to provide legal protection to educators and education personnel in carrying out their duties and intellectual property rights. But in its law enforcement, the Regional Government is faced with several constraints, both structure, substance and culture so that the implementation of policies regarding the protection of law teachers cannot be carried out effectively and optimally (I Gede. : 2016). Efforts to overcome these obstacles include, among others, increasing the active role of the Regional Government together with other stakeholders to take preventive and repressive actions in order to respond to any problems

relating to the implementation of legal protection for teachers. The effort can also be done by revising existing regulations or making new policies that specifically regulate the legal protection of teachers. Public understanding and awareness of teacher's legal protection rights must be broadly improved so that the mandate of Article 39 paragraph (3) of Law Number 14 Year 2005 can be realized effectively and optimally

Komara, E. (2016) states that legal and professional protection for teachers is an integral part of efforts to fulfill teacher rights. This is in accordance with Law No. 14 of 2005 concerning Teachers and Lecturers, which includes: earning an income above the minimum needs and guaranteeing social welfare; get promotions and awards in accordance with their duties and work performance; obtain protection in carrying out their duties and intellectual property rights; get the opportunity to improve learning competencies to facilitate professionalism; obtain and utilize facilities and infrastructure; has the freedom to provide assessments and participate in determining graduation, including awards and / or penalties to students; obtain a sense of security and security guarantees in carrying out their duties; have freedom of association in professional organizations; has the opportunity to play a role in determining education policy; get the opportunity to develop and improve academic qualifications / competencies; and receive training and professional development in their fields (Jessica. : 2011). In connection with the presence of a law regulating the rights and protection of children, including students in schools, synchronization and integration efforts are needed so that, in its implementation, the law does not contradict the Law of the Civil Society in Indonesia.

Protection for teachers is a mandate of the law. In carrying out their professional duties, the teacher has the right to obtain protection in carrying out the duties and intellectual property rights (article 14, paragraph 1, item e). Protection as referred to in this provision covers legal protection, professional protection, protection of occupational safety and health, and Intellectual Property Rights (IPR). Legal protection includes protection against acts of violence, threats, intimidation, discriminatory treatment, or unfair treatment on the part of students, parents of students, the public, bureaucracy, or other parties. Professional protection includes protection against termination of employment that is not in accordance with the laws and regulations, the provision of improper rewards, restrictions on the delivery of views, harassment of the profession, other restrictions / restrictions that can hinder teachers in carrying out their duties, as well as obstacles to carrying out further studies. Occupational safety and health protection includes protection against the risk of workplace security, workplace accidents, fire at work, natural disasters, work environment health, and / or other risks. IPR protection covers copyright and industrial property rights (Trianto&Tutik, T. T. : 2006). Teachers are required to become members of professional organizations (article 41, paragraph 3). Through professional organizations, teachers can fight for their rights in the protection of the profession, as stated in article 42 butir c. Teachers must obey the professional code of ethics, which in its implementation is overseen by the Honorary Board.

B. E-Law Consult Products

The application of legal aid is not something new However, The Community needs because of their high mobility so that in facing legal problems it is difficult to find time to meet with advocates as a basis for making android-based applications in collaboration with Rengali Visi Berjaya (RVB) and the Indonesian Procurement Lawyers Association (APPI) called Halo Lawyer (Siswandari.:2013). This application is basically a chat or messaging application, which is an application of textual interaction with lawyers or advocates related to legal matters. Unlike Halo Lawyer, the Electronic Law Consult application prioritizes technology in its own meaning, which is exclusive to Teachers as Professional Teachers and only in Central

Java.

This application is intended for use in Android Based Systems because society today cannot be separated from Android technology(Rebecca. :2016). This device is different from a computer or laptop, it is much more portable because Android-based telecommunication devices or better known as smartphones are more portable, with the same functions and even more than just a laptop or computer (such as instant messaging services), calling) and one thing. what is most unique about this smartphone is the application system or App, namely the software installed on the smartphone. In contrast to software installed on computer devices, these applications are installed on smartphones, which in terms of specifications under the device computer generally makes system applications simpler. This is coupled with a large number of smartphone users because the price is cheaper and more portable than laptops or computers as seen from the data released by the Indonesian Internet Network Providers Association (APJII) where the number of smartphone users in Indonesia in October 2016 alone reached 132, 7 million people, out of Indonesia's total population of 256.2 million, it can be concluded that more than half or to be precise 51.8 percent of Indonesia's population are Smartphone users (Yoga. : 2016).

Seeing the potential above, it is not impossible that this tool can be used as a medium to provide information to the public about the law. The media in question is the E-Law Consult Electronic Legal Consultation Application which is an android-based legal consultation application developed to answer the mobility needs of the community in the legal field so that with this application it is hoped that the public can get to know the law well.

The E-Law Consult application which is available in <https://elawconsult.com/> where the interface is, as seen below :



is a legal aid application which, in contrast to other similar applications, the E-Law Consult application is not a messaging system or chat with lawyers or advocates but rather a system that indexes the glossary of words then through this application, the user types in his legal problem. in the column provided for later the words are matched with the existing glossary which has been linked to the existing articles and legal regulations and immediately raises the results (legal problems faced) at that moment. This is a major breakthrough in the field of law and technology where technology can be used as best as possible to reach a

law-conscious society(Stephan. :2009).

The E-Law Consult Application Development itself adheres to the Application Development Scheme Theory from Borg and Call (1983) where currently the application has reached the Preliminary Field Testing stage which involves a sample of research subjects that is the teachers in Kedungsapur Area.

The Semarang metropolitan area, known locally as Kedungsapur (an acronym of Kendal-Demak-Ungaran-Salatiga-Semarang-Purwodadi), is a metropolitan area anchored by the city of Semarang in Central Java, Indonesia. It additionally includes the city of Salatiga, as well as Demak Regency, Grobogan Regency (part only), Kendal Regency, and Semarang Regency. It is the fourth most populous metropolitan area in Indonesia with an estimated population of 5.94 million as of 2015.

METHOD

This research method was research and development. It is a research method used to produce certain products, and test the effectiveness of these products (Sugiyono: 2010). The research model used the Borg and Gall which includes 10 stages, namely (1) Research and information collecting, (2) Planning, (3) Developing preliminary form of product, (4) Preliminary field testing, (5) Main product revision, (6) Main field testing, (7) Operational product revision, (8) Operational field testing, (9) Final product revision, (10) Dissemination and implementation. In this study only carried out until the six stage, namely as follows.

1. Research and information collecting; included in this step include the study of literature relating to the problem being studied, and preparation to formulate a research framework;
2. Planning; included in this step are formulating skills and expertise related to the problem, determining the objectives to be achieved at each stage, and if possible / required to carry out a limited feasibility study;
3. Develop the preliminary form of product, which is to develop the initial form of the product to be produced. Included in this step are the preparation of supporting components, preparing guidelines and manuals, and evaluating the feasibility of supporting tools;
4. Preliminary field testing, which is conducting initial field trials on a limited scale. by involving as many as 6-12 subjects. In this step data collection and analysis can be done by interview, observation or questionnaire;
5. Main product revision, which is making improvements to the initial product produced based on the results of the initial trial. This improvement is very likely to be done more than once, in accordance with the results shown in limited trials, so that the main product (model) draft is ready for wider testing;
6. Main field testing, the main trial involving all students.
7. Operational product revision, which is to make improvements / improvements to the results of wider trials, so that the product developed is already an operational model design that is ready to be validated;
8. Operational field testing, namely the validation test step against the operational model that has been produced;
9. Final product revision, which is to make final improvements to the model developed to produce the final product (final);

10. Dissemination and implementation, which is a step to disseminate the product / model developed

RESULT AND DISCUSSION

Based on the learning system design procedures used the Borg and Gall development model, the stages of research implementation for the first year that have been six step will be explained in detail as follows.

1. Research and information collecting; included in this step include the study of literature relating to the problem being studied, and preparation to formulate a research framework;

Before this research was carried out, first the initial research conducted by PGRI in Central Java that examined the problems of teachers in Central Java, from the results of the initial research obtained data that the teachers in Central Java did not understand about the existing legal protection, Central Java PGRI already has a law firm that helps with teacher problems, but less than 50 percent of teachers are aware of a legal consulting firm in Central Java that specifically protects teachers (Sapto. : 2017), therefore breakthroughs are needed so that teachers are protected, wrong one of them makes teacher protection through the web which can be accessed anywhere and anytime by all teachers in Central Java.

2. Planning; included in this step are formulating skills and expertise related to the problem, determining the objectives to be achieved at each stage, and if possible / required to carry out a limited feasibility study;

In planning the making of the web for legal protection for teachers that we introduce as e-law consult, which will be given menus related to how teachers submit their problems via web-based online for teachers in Central Java region, teachers can type the problem is clearly in the web page then the teachers can choose which lawyer will be appointed according to their expertise, so that the lawyer's answer is able to provide the best solution for the good fortune of the teachers in Central Java

3. Develop the preliminary form of product, which is to develop the initial form of the product to be produced. Included in this step are the preparation of supporting components, preparing guidelines and manuals, and evaluating the feasibility of supporting tools;

At this stage, the researcher designed the product to be developed based on the results of the planning that has been done. From this research, an web-based learning media was produced using e-law consult. The material in this media was teachers can be seen more program to help teachers get solve from more problem in the following image.

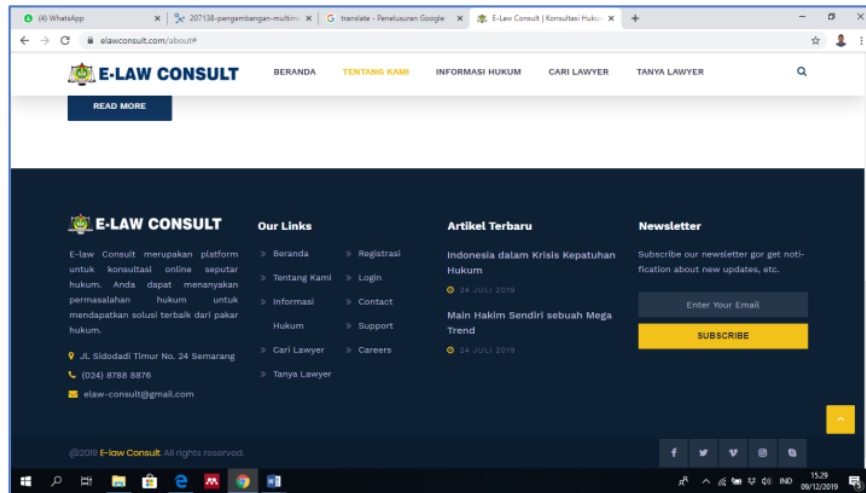


Figure 1. design of e-law consult

4. Preliminary field testing, which is conducting initial field trials on a limited scale. by involving as many as 6-12 subjects. In this step data collection and analysis can be done by interview, observation or questionnaire;

At the stage of developing web-based learning media using website would be made in accordance with the material, after the web-based media using e-law consult was completed, it would be validated by media experts and material experts by the validator to get input and evaluate according to the input provided by the validator. The results of the validation will be described below.

a. Material Validation

Validation by the material expert is done so that the media that will be tested is truly feasible to be used in research. Development products evaluated by lecturer of technical information at Universitas PGRI Semarang) namely e-law consult based on web using a questionnaire that must be filled out by material experts.

The results of the validation and assessment of the learning material experts for each aspect are presented in the following table.

Table 1. Result of Material Validation

No.	Assessment Aspect	Expected Score	Evaluation Score	Feasibility
1.	Relevance	24	22	91,67%
2.	Accuracy	16	13	81,25%
3.	Completeness of Serving	4	3	75%
4.	Basic Concepts of Material	8	7	87,5%
5.	The suitability of the application to the target	16	15	93,75%

The next stage the researcher analyzes the overall results of the assessment by material experts.

$$\begin{aligned} \sum (\text{answer} \times \text{score each choice}) &= 60 \\ n &= 17 \\ \text{highest score} &= 4 \end{aligned}$$

Then the data above is calculated using the following formula

$$\text{percentage} = \frac{\sum (\text{answer} \times \text{score each choice})}{n \times \text{highest score}} \times 100\%$$

$$\text{Percentage} = \frac{60}{17 \times 4} \times 100\%$$

$$\text{Percentage} = 88,23\%$$

From the above calculation, the percentage of eligibility for e-law consult based website is 88.23% by the material expert. After being converted to a scale conversion table, -law consult based website media is in the range of 81% to 100%. So placing the position on the criteria is very good. Score percentage of each aspect of material validation aboved can be seen in form of clustered column diagram at the following figure.

Comments on expert learning materials (validation of expert judgment of materials) in general, namely the material presented is more adapted to everyday life. Comments and suggestions from learning material experts are taken into consideration for improving the design of -law consult based website media, following up on comments and suggestions from the validator of learning material experts, it is necessary to make revisions to -law consult based website media). The revision made is by giving contextual problems that are in accordance with students' daily lives.

b. Media Validation

Validation by media experts is done so that the media that will be tested is really feasible to be used in research. Development products evaluated by media experts which is a law-consult based website using a questionnaire that must be filled out by media experts.

The results of the validation and assessment by media experts for each aspect are presented in the following table.

Table 2. Result of Media Validation

No.	Assessment Aspect	Expected Score	Evaluation Score	Feasibility
1.	General Display	24	22	91,67%
2.	Special Display	12	10	83,33%
3.	Media Presentation	16	14	87,5%

The next stage the researcher analyzes the overall results of the assessment by media experts.

$$\begin{aligned} \sum (\text{answer} \times \text{score each choice}) &= 48 \\ n &= 13 \\ \text{highest score} &= 4 \end{aligned}$$

Then the data above is calculated using the following formula:

$$\text{Percentage} = \frac{\sum (\text{answer} \times \text{scoreeachchoice})}{n \times \text{highestscore}} \times 100\%$$

$$\text{Percentage} = \frac{46}{13 \times 4} \times 100\%$$

$$\text{Percentage} = 88,46\%$$

From the above calculation, the percentage of eligibility for -law consult based website is 88.46% by media experts. After being converted to a scale conversion table, -law consult based website media is in the range of 81% - 100%. So placing the position on the criteria is very good. Score percentage of each aspect of media validation aboved can be seen in form of clustered column diagram at the following figure.

Media expert comments (validation of media expert judgment) in general, namely the e-law consult based website can be used in elementary school until senior high school and the e-law consult based website media is an interesting product, hopefully, this media can be applied in play store so teachers can easily download it. Comments and suggestions from media experts are taken into consideration for improving the design of the e-law consult based website following up on the comments and suggestions from the validator of media experts, it is necessary to make revisions to the -law consult based website media. The revision is to manage Android or web users by registering teachers who have an Android or web so that all teachers can learn to use Android and try this media to be applied later in the web.this research was corroborated by Baskir, C. E. (2012). was development of an e-law consult rare book and manuscript for special library collection.The use of e-law consult will be able to model these valuable manuscripts and rare books and appear as website to ensure that the collection can be better maintained. Users will be able to open the web which has a variety of menus that can help teachers convey their problems, this results was explained by Genty, P. M. (2008). About Overcoming Cultural Blindness in International Clinical Collaborative: The Divide between Civil and Common Law Cultures and Its Implications for Clinical Education, with clinic or consultation about law make be easily teachers.

5. Main product revision, which is making improvements to the initial product produced based on the results of the initial trial. This improvement is very likely to be done more than once, in accordance with the results shown in limited trials, so that the main product (model) draft is ready for wider testing;

After the product is given input by media and material experts on e-law consult products, there are some revisions to the appearance and menu such as adding the photo of the lawyer to be contacted, making it easier for teachers to communicate, then the existing data base must be protected by various hackers, so that the confidentiality of the problems of the teachers is able to be kept and their confidentiality maintained



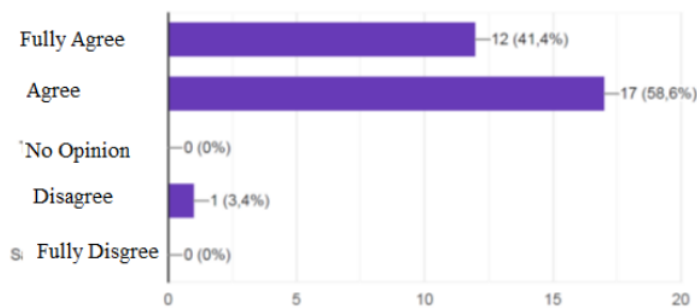
Figure 2. revision e-law consult product

6. Main field testing, the main trial involving all subject sample.

from the results of limited tests around the managers and members of PGRI in the kedungsapur area showing that 90 percents of them are very agree to the existence of these e-law consult products, so that the presents of the teachers should have been agreed in the rest of the government, explaining the problem because the fear is reported by the police by the student's parents, so that the e-law consult is presented the problem can be overcome quickly and accurate, this stronged by Smith, B. D., & Silk, K. (2011). About Cultural competence clinic: an online, interactive, simulation for working effectively with Arab American Muslim patients, any patient in arab american was used application via web or smartphone to protect and help any problem especially health

8. Operational field testing, namely the validation test step against the operational model that has been produced;

Regarding the Operational field testing, Based on the research conducted on 290 respondents in Kendal, Demak, Ungaran, Salatiga, Semarang, and Purwodadi, more than 90 percent were interested in the E-Law Consult application and felt helped by this application as it is cheap, responsive, and reliable. As seen in the graphic below :



Graphic 1. : Teachers Opinion regarding the effectiveness of E-Law Consult

Based on The feedback received from respondents is to further improve the interface and increase the coverage of protection so that it is not only limited to providing services to teachers but also the

general public so that the existing material needs to be expanded to include general criminal material to cover the law problem experienced in the community at the Final product revision.

9. Final product revision, which is to make final improvements to the model developed to produce the final product (final);

The results of the Operational field testing, according to the author's opinion, can be the basis for the application of Main Field Testing more widely in the Central Java area so that the results obtained are more accurate for the development of Application Products so that in the future this application can be used effectively in helping not only teachers but also common people to get a proper legal education and help.. This is a major breakthrough in the field of law and technology where technology can be utilized as well as possible to reach a law-conscious society. Related to the legal consultation itself, there is also a study conducted by Ni KetutSupastiDharmawan in 2012 entitled Socialization and Consultation on Business Law, Citizenship Law, Criminal Law and Customary & Community Law at the Interactive Law Clinic of Radio SuaraJangerPolda Bali that uses radio and media telephone for legal consultation, This is further strengthened by Russel(2016). Law and lawyering: Legal studies with an interactive focus. explains the interactive legal services will make it easier for patients to express their problems clearly and easily. so Washington (2008). Explain about The Relationship between Social Justice and Clinical Legal Education: A Case Study of the Women's Law Clinic, if women have problem in your family or problem in campus so its woman have application to make easily this problem.

10. Dissemination and implementation, which is a step to disseminate the product / model developed

In this step, the application are then disseminated or implemented to finally create a media to socialize the regulation concerning Teacher as Professionals that are needed. The need for socialization of the rights possessed by the teacher, Parents and the community is needed and among many ways, a socialization using the current technology can be a media solve it (Wicaksono. : 2011). The Electronic Law Consultation as a means to help teacher in facing law problem related to their profession as a teacher in Central Java has been succesfully implemented and in the future it will be frther implemented in a wider area that is in Indonesia.

CONCLUSION

The conclusions of this study are (1) e-law consult products have been created that assist teachers in presenting their problems online, (2) Design of e-law consult Media is valid and suitable for use by teachers. This can be seen from the assessment of material experts, media experts, and teachers responses where the results are in very good criteria.

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