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THE EFFECT OF SALARY AMOUNT ON TEACHERS' PERFORMANCE

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Abstract

This study aims to determine how big the influence of high and low salaries on teacher productivity and performance. The high and low salaries of teachers are very influential on the performance that has been done. Performance is an important factor in determining the duties and responsibilities of educators. With high performance, the teacher concerned will try to carry out his duties and obligations optimally and work hard and try to face all obstacles, and carry out his duties as well as possible. However, the salaries of private and honorary teachers are not in accordance with the performance they have done. Teacher salaries are still below the standard so that the guarantee of teacher safety and health is reduced, including the length of time it takes for honorary teachers to be appointed as civil servants, which is a problem in the problem of teacher welfare. If the teacher's salary has been appropriately given by the government, there will be no more teachers looking for side work to meet the needs of their families.

Keywords: *high and low salary; teacher; performance*

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INTRODUCTION

Education is the most important thing for all countries to compete in the international world. A challenge from the Indonesian nation to increase the motivation of teacher achievement with teacher performance (Rismawan, 2015). Education is essentially an attempt to civilize humans or humanize humans (Yuristia, 2018). Education is very strategic to educate the life of the nation and is needed to improve the quality of the nation as a whole (Hermanto, 2020). This can be the first highlight that is education is the development of achievement motivation. High-quality human resources based on law No. 20 of 2003 article 1 paragraph 1 on the national education system is said that education is a conscious and planned effort to realize the learning atmosphere and learning process so that students and teachers can actively develop their potential to choose religious-spiritual power, self-control, society, nation, and state.

The equalization of education is seen in the growth of community participation, especially those who are able and caring, while the less able will be the responsibility of the government (Lubis, 2014). The world of education can not be separated from a teacher because the teacher is one of the components that determine the implementation of the education process (Purnomo, Mansir, Tumin, & Suliswiyadi, 2020). How important the role of teachers in the world of education is also important to provide teaching performance for teachers (Illahi, 2020).

Performance is the level of success of a person in carrying out tasks in accordance with his responsibilities and authority based on performance standards that have been set for a certain

period in order to achieve organizational goals (Iratna Dewi & Suryana, 2020). The high low salary of teachers is very influential on teacher kenerja (Ratika Sari Dewi, 2018).

Teacher performance in school has an important role in achieving good goals. The world of education has an important role in improving human quality (Yudha, 2019). Educational success cannot be achieved without cooperation between various related components (Ginting & Haryati, 2012). Education implementers such as principals, teachers, and students are factors that can determine the high quality of education (Fitrah, 2017). Many problems are faced by educators when it comes to teaching with a salary income that is not so high. Performance can be interpreted as the level of success of teachers in carrying out educational tasks in accordance with their responsibilities and authority based on performance standards that have been set during a certain period in order to achieve the educational goals (Syamsuddin & Ferawati, 2019). With high performance, the teacher concerned will try to carry out his duties and obligations optimally and work hard, trying to overcome obstacles and carry out the task as well as possible.

Teacher performance can be interpreted as the level of success of teachers in carrying out educational tasks in accordance with responsibilities and arbitrary based on performance standards that have been set during a certain period in order to achieve educational goals. Teacher load work standards refer to law No. 14 of 2005 for teachers and lecturers. In article 35 it is mentioned that the work of teachers includes the main activities, namely planning the study, carrying out learning, assessing learning outcomes, guiding and training learners, and carrying out additional tasks. Teacher performance is not realized just like that but is influenced by certain factors, both internal factors, and external factors. Internal factors of teacher performance are factors that come from within the teacher that can affect his or her ability, skills, personality, perception, motivation to become a teacher, work experience, and family background (Utami & Negara, 2021).

External factors of teacher performance are factors that come from within the teacher that can affect his performance (Sari, 2016). Regarding teacher salary income, it is common knowledge in our country that the welfare of teachers is still far from an expectation, especially for honoree teachers. The dominant factor in influencing the quality of learning is teacher performance." Teacher performance is related to teacher competence, meaning that to have good performance teachers must be supported with good competence. Without having good competence a teacher will not be able to have good performance. Conversely, a teacher who has good competence does not necessarily have good performance. Teacher performance is the same as competence plus motivation to fulfill tasks and motivation to develop. Therefore, teacher performance is the embodiment of teacher competence that includes the ability and motivation to complete tasks and motivation to develop.

The salaries of honoree teachers do not match the work they have done. The professionalism of teachers is not only seen from the ability of teachers in developing and providing good learning to their learners, but also must be seen by the government by providing a proper and qualified salary. If the needs and welfare of teachers are deserved by the government, then there will be no more teachers who ditching to find additional work outside. The average salary of teachers in this country has not guaranteed a decent life.

Almost all teachers work elsewhere as part-time in addition to their work as teachers still in one school. In fact, there are also teachers who carry out odd jobs in more than one place and some even work part-time not in the field of education. This is understandable because they want to live a decent life with their families. Low private teacher salaries, security guarantees, and poor health of private teachers, up to the length of time for private teachers to be appointed as civil servants problems in teacher welfare. Martinis Yamin said this. Where the low salaries of private teachers and honorees are still below standard, it is one of the problems related to the quality of teachers in Indonesia.

As professionals in education, teachers need free time to increase their knowledge and take care of other needs outside of the task in education. But because their income from teaching schools is low, making their free time used to find work elsewhere to increase income, this makes teacher loyalty and performance decrease to the institution or school where they teach. Teachers as professional personnel who aim to implement the national education system and realize national education goals. It cannot be denied that the appreciation of teachers to their profession and the improvement of the public image of teachers and the profession they hold will not be separated from the function of improving their standard of living, therefore it is the duty of decision-makers also to improve the welfare of teachers, among others by raising teacher salaries or educational office benefits.

If the work of the government or foundation leaders to strive to improve the welfare of teachers through improvements to their welfare is reasonable, because the needs of the teacher's family are increasing, in line with the shift in the value of money. Teaching is the duty of teachers so professional protection, legal protection, and efficiency of management and welfare system must be guaranteed. Therefore we wanted to conduct a study on "The effect of the problem of high teacher pay on teacher productivity and performance."

METHOD

The research methods used in this research are qualitative descriptive research methods. The purpose of this study is to make a systematic description of the actual according to the facts that occur in a particular population. Qualitative research is a form of research that aims to decrease existing phenomena. Sugiyono suggested that experimental research methods can be interpreted as research methods used to look for the influence of certain treatments under controlled conditions. In data collection, the main reference for research is in the form of questions about the influence of the problem of high salaries on productivity and teacher performance. The location used in this study is Public Elementary School (SDN) 024 Rambah located on Jalan Diponegoro, Rambah Subdistrict, Rokan Hulu Regency, Riau Province. Data collection techniques are carried out through observation, interviews, and documentation.

RESULT AND DISCUSSION

Compensation, especially in the form of material in the form of income and salary is very important for the teacher himself as an individual because the amount of compensation is a

reflection or measure of the value of the teacher's own work. Conversely, the small amount of compensation can affect the teacher's job performance, motivation, and job satisfaction. If compensation is properly and correctly awarded, teachers will gain job satisfaction and be motivated to achieve organizational goals. However, if the compensation provided is inadequate or inappropriate, the teacher's work performance, motivation, and job satisfaction will decrease.

Law No. 20 of 2003 on the National Education System stated about the rights of educators and education personnel as follows: Educators and education personnel are entitled to income and social welfare security that is appropriate and adequate, awards in accordance with work duties and achievements, legal protection in carrying out duties and rights to intellectual property results, and the opportunity to use the means, infrastructure, and educational facilities to support the smooth implementation of tasks. In the Law of Teachers and Lecturers, article 14 paragraph 1 (a) it is stated that in carrying out their professional duties teachers are entitled to earn above the minimum living needs and social welfare security. Furthermore, article 15 explains that what is meant by an income above the minimum living requirement includes basic salary, benefits attached to salaries, as well as other income in the form of professional benefits, functional benefits, special benefits, and additional benefits related to his duties as a teacher that is determined based on the principle of appreciation on the basis of achievement.

Adiningsih in Muhlisin argued that the world of teachers is still confined to two problems that have mutual correlations whose solution requires the wisdom and wisdom of some parties, especially policymakers, namely the teaching profession fewer guarantees welfare because of low salaries that have implications for their performance and low teacher professionalism. From this, it can be said that to optimize teacher performance, the step that needs to be done is to provide a decent salary in accordance with the expected level of performance. In addition, it is necessary to be compensated in other forms to meet the needs of his family.

Although education programs have been made as best as possible if not accompanied by an increase in teacher salaries, the quality of education will be difficult to increase. Performance is said to be good and satisfactory if the goals are achieved in accordance with the standards that have been set. The government takes various ways to achieve good teacher performance such as increasing compensation for teachers to have the same spirit and ability so that they can work well. A person will expend high efforts to achieve performance if with a high level of performance is obtained rewards (Compensation) in accordance with his expectations, which can be used to meet needs in accordance with individual personal goals (Robbins, 2001).

Table 1. The Effect of The Problem of High Salary against Productivity and Teacher Performance

High Low Salary	**Respondents About High Salaries**	
	Yes	**No**
Salary interaction greatly affects teacher performance	70%	30%

The greater the salary, the more the spirit of teaching teachers is increasing.	50%	50%
Skills strengthen motivational relationships to performance	75%	25%

The results obtained from the table above are where the results of teacher respondents about salary interactions greatly affect teacher performance, can be seen from teacher respondents whose high salary greatly affects teacher productivity and performance. For teacher respondents about the greater the salary then the spirit of teaching teachers is increasing, teacher respondents are equal, this means that salary also affects the spirit of teaching teachers. And teachers choose the most yes or right about skills strengthening motivational relationships to performance, in the sense that high motivation will affect high performance with high teaching skills as well.

The problem of high salary to productivity and teacher performance must be more considered because if the teacher feels fulfilled his needs then the teacher will focus on his work, so that the teacher is motivated to improve his ability and produce good performance. So that the purpose of education can be achieved. And schools should pay more attention to the welfare of teachers with the provision of appropriate salaries or fairness, competitive, according to procedure and motivating.

CONCLUSION

Based on the results of research that has been done, it turns out that teacher salaries are very influential on teacher performance. Thus it can be interpreted that the greater the teacher's salary, the productivity and performance of teachers is increasing. However, teachers' current salaries are still below standard not in accordance with what they have done. Many honoree teachers have to find side jobs to meet the needs of their families. Therefore, the performance of teachers is not entirely to meet the time in school but must work outside as additional money and salaries that they earn.

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