



The Effect of Proposed Changes in Salaries and Services of Finance Subdivision Employees on Job Satisfaction of State High School Teachers in Ogan Ilir Regency

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Abstract. *This study aims to determine the influence and analyze the proposed changes in salaries and services of financial sub-division employees on the job satisfaction of senior high school teachers in Ogan Ilir Regency, both partially and simultaneously. The population of this study were teachers at senior high schools in Ogan Ilir Regency and the sample taken was 119 teachers. The research data collection technique used questionnaires and documentation. The research data analysis technique used a program assisted by SPSS. The results of this study concluded: 1) The proposed salary changes affect the job satisfaction of senior high school teachers in Ogan Ilir Regency; 2) The services of financial sub-division employees affect the job satisfaction of senior high school teachers in Ogan Ilir Regency; 3) The proposed changes in salaries and services of financial sub-division employees simultaneously affect the job satisfaction of senior high school teachers in Ogan Ilir Regency.*

Keywords: *Proposed Changes in Salary, Employee Services of the Finance Sub Division, Job Satisfaction*

1. INTRODUCTION

The success of the national education goal focuses on improving the quality of human resources, namely students, so that they not only have knowledge/cognitiveness but also affective and psychomotor. Students cannot be separated from teachers who are the spearhead in the learning process at school. Educators or teachers are professionals who are in charge of planning and implementing the learning process, assessing learning outcomes, conducting guidance and training, as well as conducting research and community service, especially for educators in higher education. This is undeniable because formal education institutions are the world of teachers' lives. As a large part of the time teachers are at school, the rest is at home and in the community.

The professional ability of teachers and the quality of their work certainly make a huge contribution to the job satisfaction of the teachers themselves. Because with teacher job satisfaction, the learning process conveyed by teachers will run well. One of the elements of teacher job satisfaction is to provide good service, especially salary proposals managed by the finance sub-division of the South Sumatra Provincial Education Office.

In order for teachers' job satisfaction to be carried out properly, of course it is necessary to pay attention to the teacher through the services provided. One of the services is a proposal for salary changes for teachers to meet the job satisfaction of the teacher by submitting a proposal for a salary change with the current digital system, namely through the Simjitu

application. Why is this stipulated application system, because one of the things that binds teachers in the regulations is the Regulation of the Ministry of Education and Culture of the Republic of Indonesia Number 38 of 2020 concerning procedures for obtaining educator allowances for teachers in office. Regarding the acquisition of allowances for teachers in today's digital era, the application of information technology in various sectors is very important, including in the management of employee salaries and benefits. The South Sumatra Provincial Education Office has adopted the Salary and Allowance Management Information System (SIMJITU) application to facilitate the process of proposing salary changes and disbursements for teachers. This system is designed to overcome various problems that have arisen in manual benefit management, such as delays, data errors, and operational inefficiencies.

Based on the personal communication information of the researcher with employees of the South Sumatra Provincial Education Office, it was explained that before the implementation of SIMJITU, the process of proposing changes to teachers' salaries was carried out manually which took a long time and was prone to human error. This process involves many administrative stages, from data collection, file verification, to approval, which often takes weeks. This not only causes inconvenience for teachers who are entitled to receive benefits, but also burdens administrative officers in the Finance Subdivision of the Education Office. The implementation of SIMJITU is expected to increase the efficiency and effectiveness of salary change management for teachers. With this system, proposals can be made electronically, reducing the need for physical documents and speeding up the verification and approval process. In addition, the system is also equipped with a tracking feature that allows users to monitor the status of their applications in real-time, so transparency and accountability can be maintained.

The SIMJITU application is built based on a simple Google Form with a user interface that is easy to understand by ASN (PNS and PPPK) within the scope of the South Sumatra Provincial Education Office. The main purpose of making this application is to cut the distance traveled considering the geographical condition of South Sumatra Province which has the longest distance of up to +/- 8 hours of travel, make it easier to file the allowance proposal document, and avoid direct contact between the recipient of the file and the proposer to realize the integrity zone. The services provided through SIMJITU include various ASN needs, such as periodic salary increases, promotions and functions, additions and reductions in family allowances, mutations, and identity changes such as degrees. The implementation of 100% of this online service is announced through the https://s.id/simjitu_disdik_ss link, with the

deadline for receiving files every month falls on the 10th, where files that come in after that date will be processed for the next month.

2. LITERATURE REVIEW

Teacher Job Satisfaction

According to Safhira (2021), job satisfaction is related to a person's feelings or state of mind about the nature of a person's job. Job satisfaction can be influenced by various factors, such as the quality of a person's relationship with their employer, the quality of the physical environment in which they work, the level of fulfillment in their job, and so on. Job satisfaction describes how a person's content with their work is.

The level of satisfaction that each individual has certainly varies according to the assessment system that exists in itself. The more aspects of his work that are in accordance with the individual's desires, the higher the level of satisfaction he feels, and vice versa, if the fewer aspects of his work that are in accordance with the individual's desires, the lower the level of satisfaction he feels. This satisfaction is sometimes pseudo-and intrinsic, pseudo-meaning that what people feel about what has been done is only temporary or temporary. True satisfaction is the satisfaction that every human being can feel after carrying out activities in accordance with his obligations and getting paid according to the expectations of his conscience. This basic satisfaction can be obtained because there is an encouragement from the conscience to carry out physical obligations and is based on sincerity to perform these obligations (Fauzi, 2017).

This is strengthened based on the Law of the Republic of Indonesia Number 19 of 2019 several articles regarding competencies for teachers who must meet requirements such as having an educator certificate, namely: (1) Article 1 point 11: certification is the process of granting educator certificates to teachers and lecturers; (2) Article 8: teachers must have academic qualifications, competencies, educator certificates, physical and spiritual health, and have the ability to realize national education goals; (3) Article 11 point 1: Educator certificate as in Article 8 is given to teachers who have met the requirements; (4) Article 16: Teachers who have an educator certificate receive a professional allowance of one salary, public and private teachers are paid by the government.

Proposed Salary Change

The proposed salary change is a program to improve the welfare of the workforce in material and non-material ways that are indirect and as a form of service reward to the

workforce (salary or wages). Explained by (Iryani, Yulianto and Nurpadilah, 2022) salary is a reward for the work achievements of the Civil Servant concerned.

Simamora (2022) explained that salaries and allowances are payments and services that protect and complement the basic salary and organizations can pay all or part of these benefits. Salary and Allowance are any additional benefits offered to workers or employees, such as the use of official vehicles, free lunch, health services, vacation assistance and so on. So, allowances are additional compensation that aims to bind employees to continue working and have good performance (Hasibuan, 2019).

Giving salaries is very closely related to welfare. as explained by Poerwadarminta (2020) that welfare comes from the word prosperous which means a sense of security, sentosa, prosperity and safety (regardless of one-way interference). Welfare means securing and safety of life (the pleasure of life). Welfare can be defined from several dimensions, including social welfare as a condition, social welfare as an activity, and social welfare as a science. As a condition, that social welfare is a condition of human life that is created when various social problems can be managed properly, human needs can be met, and opportunities can be maximized. In general terms, prosperous refers to a good state, a human condition in which the people are in a state of prosperity, in a state of health and peace (Wikipedia Indonesian, 2024).

Finance Sub-Division Services

According to Atmadjati (2018), a service is an activity or sequence of activities that occurs in direct interaction between a person and another person or a machine physically, and provides customer satisfaction. Furthermore, Rosanto and Saputra (2019) stated that service is a process that consists of a series of actions, interactions, and important activities to deliver services to customers where in their delivery this results in goals to be achieved.

Hutabalian and Kalangi (2022) explained that service quality is an interesting idea about how a product when coupled with service will produce a power that provides benefits to a person to achieve satisfaction. In line with this opinion, Rangkuti (2017) stated that service can be interpreted as an activity that is useful or provided by one or several parties to another party to be able to satisfy needs and desires that are basically tangible and will not cause any problems to those who receive it. Furthermore, Atmadjati (2018) service is a process. This process produces a product in the form of a service that is then provided to customers.

3. METHODS

Sugiyono (2019) stated that quantitative **research** methods can be interpreted as research methods based on the philosophy of positivism, used to research on certain

populations and samples. Research, this is called quantitative research with an ex post facto approach. Sugiyono (2019) explained that research conducted after an incident occurred. Ex post facto research aims to find the causes that allow changes in behavior, symptoms or phenomena caused by an event, behavior, symptom or phenomenon that It is caused by an event, behavior or things that cause changes in the independent variable as a whole have occurred.

Research Population Table 1

| No | School Name | Guru | |
|------------|----------------------------|------------|------------|
| | | ASN | P3K |
| 1 | SMAN 1 Tanjung Batu | 34 | 8 |
| 2 | SMAN 1 Tanjung Raja | 20 | 28 |
| 3 | SMAN 2 Tanjung Raja | 18 | 6 |
| 4 | SMAN 3 Tanjung Raja | 20 | 6 |
| 5 | SMAN 1 Indralaya Utara | 18 | 7 |
| 6 | SMAN 2 Indralaya Utara | 13 | 8 |
| 7 | SMAN Indralaya | 38 | 18 |
| 8 | SMAN Pemouthan | 30 | 3 |
| 9 | SMAN 1 Rambang Kuang | 4 | 13 |
| 10 | SMAN 2 Rambang Kuang | 3 | 10 |
| 11 | SMAN 3 Rambang Kuang | 2 | 13 |
| 12 | SMAN Payaraman | 12 | 17 |
| 13 | SMAN Indralaya Selatan | 19 | 10 |
| 14 | West Pemouthan High School | 13 | 14 |
| 15 | SMAN Pemouthan Selatan | 10 | 13 |
| 16 | SMAN 1 Muara Kuang | 10 | 7 |
| 17 | SMAN 2 Muara Kuang | 3 | 10 |
| 18 | SMAN Sungai Pinang | 12 | 12 |
| 19 | SMAN Rantau Panjang | 9 | 10 |
| 20 | SMAN Lubuk Keliat | 12 | 8 |
| 21 | SMAN Kandis | 12 | 10 |
| 22 | SMAN 1 Rantau Alai | 19 | 6 |
| Sum | | 331 | 237 |

(Data Source: Ogan Ilir Regency Education District, 2024)

4. RESULTS

As the hypothesis hypothesis assumed in this study: 1) The proposed salary change affects the job satisfaction of State High School teachers in Ogan Ilir Regency; 2) Employee

services of the finance sub-division affect the job satisfaction of State High School teachers in Ogan Ilir Regency; 3) The proposal to change the salary and services of employees of the finance sub-division simultaneously affects the job satisfaction of State High School teachers in Ogan Ilir Regency. Based on the results of the analysis of research data through the dissemination of questionnaire instruments, namely: 1) Questionnaire instruments for proposals for salary changes as many as 30 statements; 2) Employee service questionnaire instrument of the finance sub-division as many as 30 statements, and: 3) Teacher job satisfaction questionnaire instrument as many as 30 statements, obtained from the answers of teachers who chose each statement: 1) Always (S); 2) Frequent (SR); 3) Rare (JR); 4) Never (TP) in each of the questionnaire variables given to the sample teachers in this study with a sample of 119 sample teachers, analyzed using the SPSS For Windows Version 26 Software application, the researcher described as follows.

Normality test of questionnaire instrument data on the effect of proposed salary changes on job satisfaction of State High School teachers in Ogan Ilir Regency; The effect of financial sub-division employee services on job satisfaction of State High School teachers in Ogan Ilir Regency, and The effect of proposed changes in salaries and financial sub-division employees simultaneously on job satisfaction of State High School teachers in Ogan Ilir Regency, as can be seen in the following table.

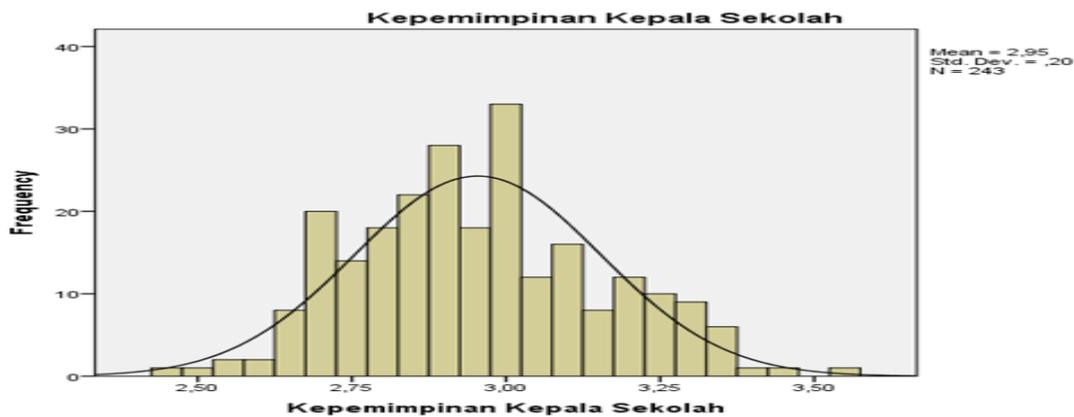
Normality Test Table 2
One-Sample Kolmogorov-Smirnov Test

| | | Proposed Allowance Salary | Employee Services Finance Section | Satisfaction Teacher Work |
|----------------------------------|----------------|---------------------------|-----------------------------------|---------------------------|
| N | | 119 | 119 | 119 |
| Normal Parameters ^{a,b} | Mean | 3,0336 | 3,3074 | 3,3228 |
| | Std. Deviation | ,18812 | ,27457 | ,21901 |
| | Absolute | ,114 | ,083 | ,074 |
| Most Extreme Differences | Positive | ,114 | ,066 | ,069 |
| | Negative | -,061 | -,083 | -,074 |
| Kolmogorov-Smirnov Z | | 1,402 | ,981 | ,712 |
| Asymp. Sig. (2-tailed) | | ,258 | ,672 | ,691 |

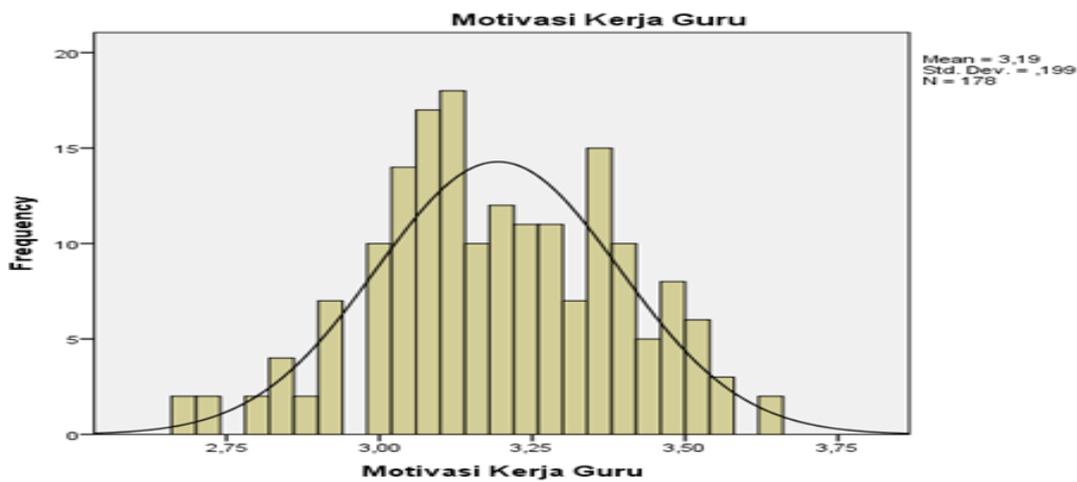
Based on the description in the table above, it is known that the effect of the proposed salary change on the job satisfaction of State High School teachers in Ogan Ilir Regency is stated to be normally distributed. This is evidenced by the Asymp value. Sig (2 tailed) using the SPSS Software Version 26 application obtained $0.258 > 0.05$. The effect of financial sub-

division employee services on job satisfaction of State High School teachers in Ogan Ilir Regency was declared to be normally distributed. This is proven by Asymp. Sig (2 tailed) using the SPSS Version 26 Software application with a score of $0.672 > 0.05$. Likewise, the effect of the proposed change in salaries and services of employees of the finance sub-division simultaneously on the job satisfaction of State High School teachers in Ogan Ilir Regency was declared to be normally distributed and met the requirements of the normality test. This is proven by Asymp. Sig (2 tailed) using the SPSS Version 26 Software application with a score of $0.691 > 0.05$. In terms of histogram, the researcher describes it as follows.

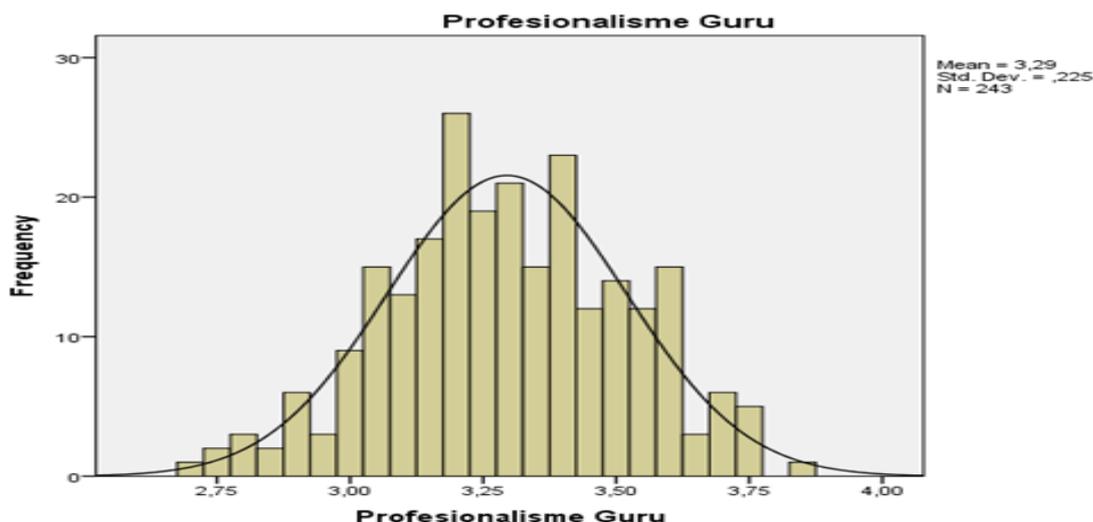
Histogram



Graphic Image 1 of Proposed Salary Change



Graph Image 2 of Employee Services of Finance Subdivision



Teacher Job Satisfaction Graph Image 3

5. DISCUSSION

Based on the results of the research and hypothesis test in this study, it can be explained as follows: 1) the proposed salary change affects the job satisfaction of State High School teachers in Ogan Ilir Regency; 2) employee services of the finance sub-division affect the job satisfaction of State High School teachers in Ogan Ilir Regency; and 3) The proposal to change the salary and services of employees of the finance sub-division simultaneously affects the job satisfaction of State High School teachers in Ogan Ilir Regency.

Based on the results of the study, the researcher can say that the better the proposed salary change proposed by the teachers and in accordance with what is proposed, it will have a very good influence on teacher job satisfaction. Proposed changes in program salaries to improve the welfare of the workforce in material and non-material ways that are indirect and as a form of service reward to the workforce (salary or wages). In general, every employee of the State Civil Apparatus (formerly called PNS) the wages they receive are 2 (two), namely salary and benefits, such as payments due to illness, savings, distributions in the form of shares, insurance, hospital treatment, pension funds and others. The officer will receive a full allowance when his or her duties can be completed thoroughly.

The legal umbrella for the provision of performance allowances at the Ministry of Religion began with the issuance of Presidential Regulation Number 154 of 2015 concerning Salaries and Performance Allowances for Employees within the Ministry of Religion which was then realized through the Regulation of the Minister of Religion of the Republic of Indonesia Number 29 of 2016 concerning the Grant, Addition, and Reduction of Employee

Performance Allowances at the Ministry of Religion. Then it is clarified by the Decree of the Secretary General of the Ministry of Religion Number 15 of 2016 dated October 7, 2016 concerning Procedures for the Payment of Employee Performance Allowances at the Ministry of Religion which states that performance allowances are allowances given to civil servants which are a function of the successful implementation of bureaucratic reform and are based on the performance achievements of the civil servant which is in line with the performance achievements of the organization where the employee works.

Based on the analysis of the determination coefficient, the output value of Model Summary R was obtained of 0.557 which means that the influence of employee services in the finance sub-division showed a strong influence on the job satisfaction of State High School teachers in Ogan Ilir Regency. Because the correlation value of the achievement of the correlation coefficient is between 0.400 – 0.599. Standard Error of Estimated means measuring the variation of a predicted value. In this study, the standard deviation is 2.1322. The smaller the standard deviation means the better the model. Based on the co-determination analysis used to determine the percentage of contribution of the influence of independent variables to the dependent variables, explained in table 4.8 the value of the determination coefficient R Square (R²) of 0.298 was obtained which means that the financial sub-division services were able to contribute to the job satisfaction of State High School teachers in Ogan Ilir Regency by 29.8%. Based on the findings of this study, researchers can say that the better the service of the finance sub-division in the process of proposing salary changes, the better the influence on teachers' job satisfaction.

Based on the results of the study, researchers can say that the better the proposed changes in salaries and services of the financial subdivision will have a positive influence on teachers' job satisfaction in carrying out their duties. The theory that explains job satisfaction, put forward by Sutrisno (2019) explains that job satisfaction is a positive feeling about a person's job which is the result of an evaluation of his characteristics. According to Mangkunegara (2021), job satisfaction is basically something individual. Each individual has a different level of satisfaction according to his or her value system.

The level of satisfaction that each individual has certainly varies according to the assessment system that exists in itself. The more aspects of his work that are in accordance with the individual's desires, the higher the level of satisfaction he feels, and vice versa, if the fewer aspects of his work that are in accordance with the individual's desires, the lower the level of satisfaction he feels. This satisfaction is sometimes pseudo-and intrinsic, pseudo-meaning that what people feel about what has been done is only temporary or temporary. True

satisfaction is the satisfaction that every human being can feel after carrying out activities in accordance with his obligations and getting paid according to the expectations of his conscience. This basic satisfaction can be obtained because there is an encouragement from the conscience to carry out physical obligations and is based on sincerity to perform these obligations (Fauzi, 2017).

6. CONCLUSION

Based on the results of the research, it can be concluded as follows.

1. The proposed salary change affects the job satisfaction of State High School teachers in Ogan Ilir Regency. This is known from the results of the research analysis obtained, namely $t_{count} = 4.648 > t_{table} = 1.730$, and has an influence of 28.1%.
2. The services of employees of the finance sub-division have an effect on the job satisfaction of State High School teachers in Ogan Ilir Regency. This is known from the results of the research analysis obtained, namely $t_{count} = 7.820 > t_{table} = 2.213$, and has an influence of 29.8%.
3. The proposed change in the salary and services of employees of the finance sub-division has a simultaneous effect on the job satisfaction of State High School teachers in Ogan Ilir Regency. This is known from the results of the research analysis obtained, namely $F_{count} = 37.042 > F_{table} 2.887$, and gives an influence of 31.6%, while the rest is influenced by other factors that are not mentioned in this study.

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