# ROLE OF REGIONAL MINIMUM WAGES, SALARY PER SESSION TEACHING, BPJS PROGRAMS ON IMPROVING PERFORMANCE OF PRIVATE LECTURERS IN THE EAST BANDUNG AREA

# دور الحد الأدنى للأجور الإقليمية و المرتب لكل دورة تدريس و برامج هيئة الضمان الاجتماعي على تحسين أداء المحاضرين من القطاع الخاص في منطقة باندونج الشرقية

Ahmed Benyahia Rabia [1] and Drajat Sulistiyono, S, E, M, M[2] and Ela Elliyana, S, E, M, M[3]

1.- University of djillali bounaama khemis miliana, faculty of economy, laboratory of Digital economy in Algeria, rabiebenyahia33@yahoo.com
2.- Polytechnic of Piksi Ganesha Bandung (West Java), sulistyo.drajat683@gmail.com
3.- University of Indonesia Timur Makassar (South Sulawesi), faculty of economy, elaelliyana82@gmail.com

**Abstract**.- The purpose of this study is to find out and analyze the role of regional minimum wages, salaries per session teaching, and BPJS programs on improving the performance of lecturers in the area of East Bandung. The results of the study illustrate that the regional minimum wage and salary per session teaching and BPJS program have a significant effect on the performance improvement of lecturers, then it should be that Private Campuses in the eastern Bandung area increases salary per session teaching more, and further increases the

**Ahmed benyahia Rabia: Email: rabiebenyahia33@yahoo.com**

provision of the BPJS Program this can be used as a reference for the progress of the campuses private sector in the area of East Bandung.

**Keywords**: Regional Minimum Wage, Salary per session teaching, BPJS Program, Performance Improvement.

**الملخص**:

تهدف هذه الدراسة الى معرفة و تحليل أثر كل من الحد للأجور الإقليمية و المرتب لكل دورة تدريس و برامج هيئة الضمان الاجتماعي في تحسين أداء المحاضرين من القطاع الخاص في منطقة باندونج الشرقية، فأوضحت نتائج الدراسة أن متغير الحد الادنى للأجور الاقليمية و الرواتب لكل دورة تدريسية و برامج هيئة الضمان لها تأثير كبير على تحسين أداء المحاضرين و أن على المؤسسات الجامعية الخاصة في منطقة باندونج الشرقية تحسين أجور الدورة التدريسية مع رفع سقف توقعات برامج هيئة الضمان الاجتماعي ما ينعكس على تحسين مستوى قطاع المؤسسات الجامعية الخاصة في المنطقة.

**الكلمات الدالة**: الحد الأدنى للأجور الاقليمية، مرتب الدورة التدريسية، برامج هيئة الضمان الاجتماعي، تحسين الأداء.

# 1. Introduction.

(Suryadi, 2012) Private lecturers need to live and prosper, because to become a lecturer requires a very large cost, both the education required at least an S2, journal preparation that uses a lot of costs, the cost of various seminars that are not small anyway, based on surveys there is a lecturer who is only paid per hour of teaching or paid with a very little basic salary which is very incompatible with the regional minimum wage of an area, for example, the regional minimum wage in Bandung in 2020 **is 229.65$ ,** lecturers are only paid with a basic salary of 76$ - this is very far from the word prosperous. (Perbanas, 2007)

To obtain a word of prosperity a lecturer must be diligent in seeking grant funds or must be diligent in writing textbooks, and looking for other work jobs than teaching a phenomenon that cuts the heart. (Suryadi, 2012)

The performance of a lecturer is influenced by commitment. Organizational commitment is a fundamental strength of a Private Lecturer in identifying his involvement in the organization. This is marked by three things, namely (Perbanas, 2007):

1). Acceptance of organizational values and goals,

2). Readiness and willingness to strive earnestly on behalf of the organization,

3). Desire to maintain membership in the organization.

## 1.1.-FORMULATION OF THE PROBLEM.

Based on the description of the background of the above problems, the formulation of the problem in this study is as follows:

- How is the influence of regional middle wages on improving the performance of Private Lecturers?
- What is the effect of hourly basic salary on improving the performance of Private Lecturers?
- How is the influence of the BPJS program on improving the performance of Private Lecturers?

**1.2.-Hypothesis Formulation is:** The research hypothesis is the researcher's assumption of a problem being studied. The hypothesis of this research is: Regional minimum wages, Salary per Session Teaching, and BPJS Programs have no significant effect on the Increase of Private Lecturer Work in East Bandung.

**1.3.-RESEARCH PURPOSES.**

- Analyze and describe the effect of regional middle wages on improving the performance of private lecturers.
- Analyze and describe the effect of hourly basic salary on improving the performance of Private Lecturers.
- Analyze and describe the effect of the BPJS program on improving the performance of Private Lecturers.

**2.- THEORETICAL REVIEW.**

**2.1.-REGIONAL MINIMUM WAGES.**

(Deliarnov, 2003) the Regional Minimum Wage is a minimum standard used by employers or industry players to provide wages to workers, employees, or laborers in the business or work environment. The minimum wage is the lowest nominal wage standard that must be used as a guide for employers in the payment of workers' wages in the company. The purpose of setting minimum wages by the government is to create a wage system that can meet the needs of decent living for workers and their families.

The minimum wage does not apply singularly to all regions of Indonesia. Each region has a different wage standard, for example, the DKI Jakarta minimum wage is greater than the Yogyakarta minimum wage, or Karawang's minimum wage is higher than Surabaya's minimum wage. In other words, in each region, a Regional Minimum Wage (UMR) applies.

## 2.2.- SALARY PER-HOURS.

An hourly basic salary is a form of payment when a lecturer teaches per session without any additional salary. Such as someone per session at a salary of 3.17$ times a month is not very prosperous at all especially if the campus concerned gives a very minimal teaching schedule.

## 2.3.- BPJS PROGRAM.

BPJS or Social Security Organization Body is a public legal entity that organizes social programs. BPJS itself consists of BPJS Health and BPJS Employment. Both are held as a form of service from the government to guarantee health and ease of accessing health services. While JKN or National Health Insurance is a health service that uses an insurance system. All Indonesian citizens are required to have this health insurance and pay contributions every month. So health insurance contributions will be paid by the government. That way, everyone has the same right to enjoy health services and facilities. While BPJS is an insurance company that was previously named PT Askes. Whereas BPJS Employment is a transformation of Social Security or Workers' Social Security. From this explanation, it can be seen the difference between BPJS and JKN. All Indonesian citizens are required to become health insurance participants managed by BPJS. Including foreign nationals who have lived in Indonesia and worked for at least six months.

## 2.4.- PERFORMANCE IMPROVEMENT.

(Dessler, Human Resource Management, 2006) The target of the company, (in this case is the campus) is determined based on careful and accurate calculations. A comparison between production volume and labor capacity will be the main reference in determining targets. To be able to meet this target, employee performance must be maintained in the best conditions. In addition to achieving the target, the company's production may increase and improve its quality. The human factor in the company itself cannot be compared to the machine and software factors of the company. The treatment given must humanize every employee. Indeed, one time there will be one or two employees who experience a decrease in performance. But

companies can take strategic steps to overcome this. Companies through the HR department need to monitor employee performance at all times to know the dynamics that occur. The goal is clear, to maintain employee performance in the best condition. If it is very good, it must be known what causes it, and if it falls in the worst conditions, it also needs to know the cause so that it can be addressed wisely. To address the decline in the quality of performance of employees who are owned, the company can do the following steps. Of course, the application will be different and adjust to the circumstances and work culture of the company, but in general, here are seven ways to improve employee performance:

1. Give employee rights.
2. Implement effective performance appraisals.
3. Apply a clear career path
4. Promote employees
5. Freeing creativity
6. Provide soft loans
7. Give a bonus.

**3.- Research methods.**

This study used the causal method, to determine the effect of discipline and motivation on employee performance.

**3.1.-Population and Sample.**

The population in this study were lecturers in the east Bandung area, amounting to 40 people.
The sample used is saturated sampling, so the entire population is used as a sample in this study.

## 3.2.-METHOD OF COLLECTING DATA.

The study was conducted by distributing questionnaires to all respondents.

### Table 1.- Variables and Measurements

| Variable | Indicator |
|---|---|
| **Regional minimum wage**<br><br>**(Variable X1)** | 1. Lecturer manages and organizes work on time.<br>2. The lecturer completes work without an error.<br>3. Lecturers carrying out their duties can place themselves as part of the campus system. |
| **Salary Per Session-Teaching**<br><br>**(Variable X2)** | 1. The lecturer knows all technical activities related to the scope of his work.<br>2. The lecturer can carry out all managerial tasks that are his responsibility.<br>3. The lecturer can expect the emergence of life difficulties so that he is better prepared to deal with it. |
| **BPJS**<br><br>**(Variable X3)** | 1. Lecturers will be more confident in working without doubts.<br>2. Lecturers work calmly because they have high self-confidence.<br>3. Lecturers will respond more quickly to signs of an accident. |
| **INCREASING LECTURER PERFORMANCE**<br><br>**(Variable Y)** | 1. Lecturers can carry out tasks efficiently and effectively.<br>2. Lecturer Work Results achieved exceed the average work results specified.<br>3. Lecturers can solve problems related to their work.<br>4. Lecturers look for new work procedures in achieving university goals.<br>5. The lecturer obeys all conditions of working hours in an organization. |

Source: prepared by researchers

The scale used is an ordinal measurement based on ranking and sorted at a higher level to the lowest level or vice versa. Riduan (2004: 82), the answer category consists of 5 levels, namely:

5 = Strongly Agree
4 = Agree
3 = simply agree
2 = Disagree
1 = Disagree

The data obtained were then analyzed to test the hypothesis using multiple regression analysis techniques. Data processing was carried out with the SPSS (Statistical Product and Service Solution) version 22.
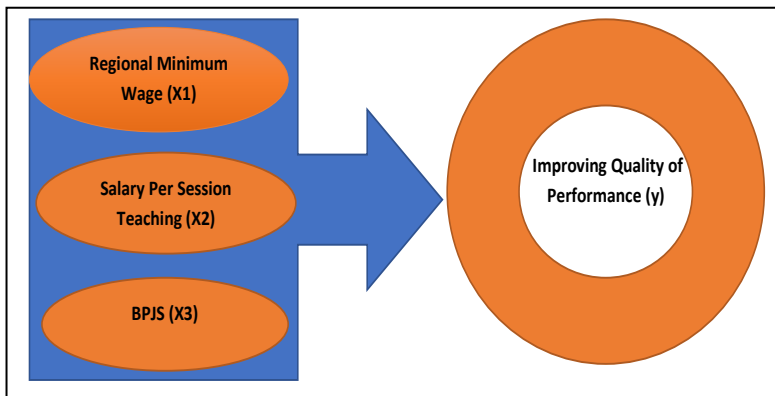
### 3.3.-Definition of Variable Operations.



**Fig 1. Definition of Variable Operations**

Source: prepared by researchers.

$$(1) \ Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3$$

Where Y = Performance Improvement

a = Constant

$b_1 b_2 b_3$ = Regression Coefficient

$X_1$ = Regional Minimum Wage

$X_2$ = Salary Per Session Teaching

$X_3$ = BPJS

# 4.-Discussion and analysis of results

(Ghozali, Application of Multivariate Analysis with the SPSS Program, 2005) In this chapter, we discuss the results of the data that the authors have collected from respondents of 40 lecturers in the east Bandung area. The results of this analysis will be used to determine the effect of regional minimum wages, salaries per session teaching and BPJS program on improving lecturer performance in East Bandung. The analysis is carried out as follows:

### Table 2.- The Model

Model Summary[b]

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | | Durbin-Watson |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change | |
| 1 | ,889[a] | ,791 | ,773 | ,03269 | ,791 | 45,395 | 3 | 36 | ,000 | 2,062 |

a. Predictors: (Constant), BPJS PROGRAMS , ROLE OF REGIONAL MINIMUM WAGES, SALARY PER SESSION TEACHING

b. Dependent Variable: IMPROVING PERFORMANCE OF PRIVATE LECTURERS

Source: prepared by researchers according to the output of spss.

The regression between regional minimum wage variable, salary per session teaching and BPJS program to improve lecturer performance can be described in data processing with SPSS software version 22.

$R^2$ (coefficient of determination) = 0.791, This is shown that RMW, salary per session teaching and BPJS explain 79.1% from changes in lecturer performance while 20.9%  is influenced by other factors not examined.

The value of the F test (45.395) is significant at the 0.05 level, which means we accept the model after excluding the non-significant variables which affect the credibility of our results.

### Table 3.- The equation

**Coefficients**<sup>a</sup>

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | |
|---|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | | Zero-order | Partial | Part |
| 1 | (Constant) | -,815 | ,450 | | -1,813 | ,078 | | | |
| | ROLE OF REGIONAL MINIMUM WAGES | ,385 | ,139 | ,367 | 2,776 | ,009 | ,803 | ,420 | ,212 |
| | SALARY PER SESSION TEACHING | ,484 | ,176 | ,422 | 2,745 | ,009 | ,854 | ,416 | ,209 |
| | BPJS PROGRAMS | ,402 | ,190 | ,212 | 2,118 | ,041 | ,640 | ,333 | ,161 |

a. Dependent Variable: IMPROVING PERFORMANCE OF PRIVATE LECTURERS

Source: prepared by researchers according to the output of spss.

## Regional Minimum Wage Variable and Performance Improvement Variable

According to the table, the calculated value of t reached at $B_1$ ( 2.776 ) with a level of significance less than 0.05 which means the RMW affect the variable of performance improvement by 0.385 per unit.

## Salary Per Session Teaching Variable and Performance Improvement Variable

Upon the results, the calculated value of t reached at $B_2$ ( 2.745 ) with a level of significance less than 0.05 which means the salary per session teaching affect the variable of performance improvement by 0.484 per unit.

## BPJS Program Variable and Performance Improvement Variable

The calculated value of t reached at $B_3$ (2.118) with a level of significance less than 0.05 which means the BPJS program affect the variable of performance improvement by 0.402 per unit.

By referring to the results above we can create the following regression equation:

$$(2) \quad Y = 0.385 \, X_1 + 0.484 \, X_2 + 0.402 \, X_3$$

This equation shows us that all independent variables are significantly influencing the dependent variable between these values (0.385 and 0.484)

This means we refuse the hypothesis of this study and confirm the relationship between RMW, salary per session teaching, BPJS program and the performance improvement of lecturers.

## 5.- Conclusion

Performance Improvement of lecturers is an important thing because it can develop The Learning System; therefore, we should not look at the role of lecturers as a routine process serving certain targets in the light of this study we conclude a set of Results:

-We have a positive and significant effect of RMW on performance Improvement

- We have positive and significant effect of salary per teaching on performance Improvement

-We have positive and significant effect BPJS program on performance Improvement

-The value of R square was shown that the independent variables explain 79.1% from the change in literature performance.

Basing on the findings that stemmed from this study we exhibit the following recommendations:

- The Indonesian government must make provisions for every organization that employs the lecturer and pay regional minimum wages.
- The Indonesian government must make provisions for every organization that employs the lecturer and pay wages per teaching session.

- The Indonesian government must make provisions for every organization that employs the lecturer and pay BPJS insurance wages.

- The minimum wage value determined annually by Indonesia's national wage policy, with taking account of productivity, performance, and economic growth.

- Per session teaching wages must be explained when signing a lecturer employment contract, per session teaching wages should be based on lecturer productivity.

- The government should determine the minimum wage per session teaching to avoid abusing the lecturer.

- BPJS insurance paid by the foundation must be guaranteed by labor inspectors.

- BPJS insurance must cover the technical protection of lecturers.

# 6.- References

Dessler, Gary. (2006). Human Resource Management, Tenth Edition. J Jakarta: PT INDEKS, p274.

Ghozali, Imam, (2005). Application of Multivariate Analysis with SPSS Program., Third Edition, Diponegoro University Publishing Board, Semarang.

Suryadi, A. (2012). Education, HR Investment, and Development: Issues, Theories, and Applications for the Development of Indonesian Education and Human Resources. Bandung: Widya Aksara.

Adi Susilo Jahja (2007), Academic Integrity in Building Professional HR in Higher Education (Case of Dishonesty STIE Perbanas Academic), Journal of Educational Sciences, Volume 14 Number 1,pp 49-61.

Deliarnov (2005). Development of Economic Thought. Jakarta: PT Raja Grafindo persada.

Mankiw N,Gregory. (2009). Macroeconomics, 7th Edition. New York: Worth Publishers.

Bernadetta (2019), Langkah Perhitungan Gaji Karyawan yang Masuk Tengah Bulan Berikut Rinciannya Pada Slip Gaji detailed website : https://sleekr.co/blog/langkah-perhitungan-gaji-karyawan-yang-masuk-tengah-bulan-berikut-rinciannya-pada-slip-gaji/ ( 03/04/2019).

UMP/UMK Jawa Barat (2020), detailed website : https://gajimu.com/garmen/gaji-pekerja-garmen/gaji-minimum/ump-umk-jawa-barat (05/01/2020).

Mengintip UMK/UMP Jawa Barat 2020, detailed website : https://www.liputan6.com/regional/read/4117310/mengintip-daftar-umk-2020-di-jabar-tertinggi-kabupaten-karawang ( 05/01/2020).

Yasrin Zabidi (2007), PERANCANGAN SISTEM PENILAIAN KINERJA DI STT ADISUTJIPTO SEBAGAI PENDUKUNG SISTEM PENJAMINAN MUTU, Journal of Ilmiah Teknik Industri Vol. 5 No. 3 April 2007,pp 144 – 152.

Mohammad Fauzan (2012), The Improvement of Lecturers' Performance Based on Social Capital and Organizational Support in Private Universities in Semarang, Journal of  Bisnis dan Ekonomi (JBE), vol19, n02, pp 188-202.