

EVALUATION OF THE PROGRAM PROVIDING ADDITIONAL INCOME FOR STATE CIVIL APPARATUS TEACHERS IN NORTH MOROWALI DISTRICT

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Abstract

Additional income is a government program to provide incentive funds to State Civil Service Teachers, where one of the aims is to improve the welfare of ASN Teachers. Through the Minister of Education, Culture, Research and Technology Regulation, number 45 of 2023, the incentive fund provided is IDR. 250,000 / month. This nominal amount, when compared with the incentives received by ASN teachers who receive professional allowances, is very different, even though the workload for both is the same. This research uses a descriptive approach with qualitative research methods. Meanwhile, the informants for this research were ASN teachers who received additional income programs, Heads of Departments and Secretaries of the Regional Education and Culture Service of North Morowali Regency. The data analysis used is Data Condensation, Data Presentation, and Conclusion Drawing. The evaluation indicators used in this research are Effectiveness, Efficiency, Adequacy, Equity, Responsiveness and Accuracy of the program. The conclusion of this research, if viewed from these indicators, is that aspects of effectiveness, efficiency and responsiveness have gone well. However, the aspects of adequacy, alignment and accuracy are not considered good, especially when looking at the achievement of educational goals as mandated by law number 45 of 2023.

Keywords: Policy Evaluation, Incentive Funds, Teachers

INTRODUCTION

Philosophically, 'welfare' is defined as a meaning created through state or government intervention, starting from statements by state officials, regulations, mobilization of agreements and so on. With this intervention, 'welfare' can be defined as a way or path to the agreed meaning of 'well-being'. In short, the meaning of 'welfare' can vary, depending on what meaning of 'welfare' is intended to emerge from the intervention model. In the context of this research, government intervention is related to first, providing recognition to ASN Teachers as professionals in realizing the education system and national education goals as stated in Law number 20 of 2003 concerning the National Education System. and second, related to increasing the competence of ASN teachers to improve the quality and service of education. Meanwhile, the meaning of 'welfare' consists of material related to providing incentives and non-material related to performance. Therefore, this research aims to examine (read: evaluate) one of the government policies related to providing additional income for ASN teachers.

Meanwhile, on a theoretical scale, evaluation of this policy will lead to two things. First, it can reveal how far the output of a policy can produce the desired outcome (read: policy performance). Because evaluation activities in the public policy process come after Agenda Setting, Formulation and Decision Making, Implementation and Monitoring and then Evaluation itself. This means that the instrumentation of policy (authority, information, money and organization) has been described at this stage. Second, if this understanding is

agreed, the researcher or analyst will be able to find out what elements support or do not support the implementation of a policy.

On a practical scale, the manifestation of the policy of providing additional income to ASN teachers who do not yet have an educational certificate cannot significantly increase maximum achievement, provide results, influence and effectiveness in achieving general educational goals. where one of the goals is related to reducing welfare problems for teachers, especially in North Morowali Regency.

From elementary-middle school teacher data obtained from the North Morowali Regency Education and Culture Service, there are 717 civil servant teachers, 37 PPPK teachers and 764 non-ASN teachers with a percentage of 38.62%. Meanwhile, there are 537 non-certified teachers, civil servant teachers, 144 PPPK teachers and 533 non-ASN teachers with a percentage of 61.38%. This figure can illustrate the disparity in numbers between teachers who have been certified and teachers who have not been certified.

Based on the problems and data above, researchers are interested in conducting research related to 'evaluating the policy of providing additional income for State Civil Service Teachers in North Morowali Regency'. It is hoped that this research can provide input regarding other policies or programs concerning the 'welfare' of teachers, especially those who do not yet have an educator certificate.

LITERATURE REVIEW

Policy Evaluation

Evaluation is an assessment activity looking for the latest innovations for improvement. Evaluation is also a method of analysis that emphasizes the preparation of premises in the form of values that can provide an evaluation of the capabilities of a program, policy or activity. This method of evaluation also provides assumptions about a problem, "What comparison is made?". The meaning of evaluation is an analysis of the facts and assumptions obtained when a program or policy is implemented(William N. Dunn, 2003).

Evaluation has several important roles in public policy analysis. Because first, if the evaluation provides real and reliable data regarding policy performance. It can be seen how far desires, values and opportunities can be achieved through public action. In this case, evaluation conveys how far a goal, and a particular target is.

Second, this evaluation then provides assistance with explanation and criticism of the values that underlie the determination of final goals and targets. Values are clarified by describing and implementing goals and objectives. Values are also criticized by analytically questioning the appropriateness of goals and objectives in relation to the problem being addressed. In questioning the suitability of goals and targets, analysts can try other options based on values (for example groups of citizens) or policy bases in various forms of rationality (technical, economic, legal, social, substantive). And third, evaluation contributes to the application of other policy analysis methods, including case formulation and suggestions. Data on inadequate policy performance can contribute to the reformulation of policy problems. Evaluation can also support the meaning of other current policy options or

policy improvements by proving that replacement policies implemented previously need to be reviewed or replaced as another policy.

William N. Dunn (William N. Dunn, 2003) put forward several benchmarks for policy suggestions that are similar as benchmarks for policy evaluation, the benchmarks for policy suggestions consist of:

- a) Effectiveness. Coinciding with whether another option achieves the expected results (impact) or achieves the goal of the action. Effectiveness, which closely correlates with technical rationality, is often measured in terms of product or service elements or their monetary value.
- b) Efficiency. Corresponds to the amount of effort required to create a certain level of effectiveness. Efficiency, which describes the synonym of economic rationality, is the relationship between effectiveness and effort, the latter of which is usually measured in terms of monetary costs.
- c) Adequacy. Corresponds to the extent to which a level of effectiveness satisfies needs, values, or opportunities to increase the existence of problems. Adequacy benchmarks emphasize the strength of the link between other policy options and the expected results.
- d) Alignment. Closely related to legal and social rationality and refers to the distribution of impacts and efforts between different groups in society, policies that lead to equality are policies whose results (for example, the share of services or monetary benefits) or efforts (for example, monetary payments) are balanced. distributed. Policies designed to allocate income, educational opportunities, or educational services are sometimes distributed on the basis of conformity benchmarks. standards of conformity are closely correlated with competing conceptions, namely equality or habit and with the conflict of more or less r being sufficient to allocate citizens' risoris.
- e) Responsiveness relates to the extent to which a policy can meet the desires, preferences or values of certain groups of citizens. Responsiveness benchmarks are valuable because analysis that can meet all the benchmarks of effectiveness, efficiency, adequacy, and equality still fails if it does not answer the factual desires of the groups that should benefit from the existence of a policy.
- f) Accuracy. Accuracy benchmarks are closely related to rationality, substantiveness, because issues regarding policy accuracy are not related to individual benchmark units but two or more benchmarks together. Accuracy refers to the value or value of the program objectives and to the strength of the assumptions underlying those objectives.

Additional Income Program

In the Presidential Regulation of the Republic of Indonesia Number 52 of 2009, to increase enthusiasm for work and welfare for regional ASN teachers, especially those who do not receive professional allowances, ASN teachers are given additional income. Additional Income is the amount of money received every month by regional ASN Teachers in the amount of Rp. 250,000.00.

In accordance with the provisions of the Technical Instructions, the provision of additional income to regional ASN Teachers goes through stages. 1) Input or update

Regional ASN Teacher data. 2) Validation and Determination of Additional Income Recipients by the relevant Department and 3) payment.

METHOD

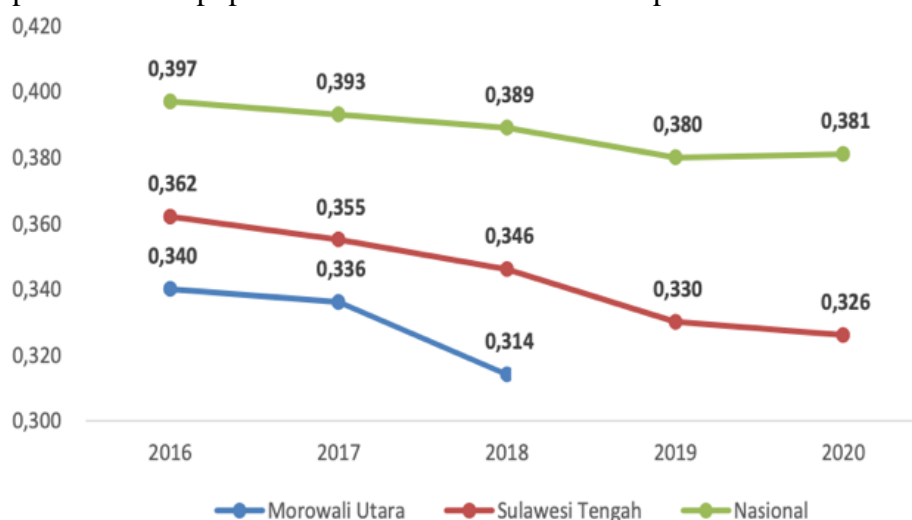
The research method used in this research is descriptive qualitative, namely the data collected is in the form of words, images, not numbers. According to Bogdan and Taylor, as quoted by Lexy J. Moeleng, qualitative research produces descriptive data in the form of written or spoken words from people and observed behavior, while data collection techniques are carried out through in-depth interviews, observation and documentation.

The informants in this research were the Head of Department and Secretary of the Regional Education and Culture Service as well as Teachers who received additional income. The data was processed using the Miles & Huberman data analysis technique, namely Data Condensation, Data Presentation, and drawing conclusions.

RESULTS AND DISCUSSION

Community Welfare of North Morowali Regency

To see the welfare profile of the community in North Morowali Regency, researchers then referred to data on income inequality or the Gini Ratio. The Gini Ratio is used to describe equality and inequality of income and distribution. Based on the North Morowali district Medium Term Development Plan (RPJMD) document for the 2021-2026 period, the income distribution gap is categorized as 'High' if 40 percent of the low-income population receives less than 12 percent of the income share. In the 'medium' category, if the 40 percent of the population has the lowest income, at least 12-17 percent of the income share. And 'low' if 40 percent of the population receives more than a 17 percent share of income.



Source: North Morowali Regency RPJMD 2021-2026

Based on the data above, it can be seen that when compared with the Central Sulawesi and National Province indices, the North Morowali district index for that year's period is in the category of income inequality or 'Medium' Gini Ratio. This situation then illustrates that

the results of the development carried out have not been enjoyed equally by the residents of North Morowali district.

Effectiveness

As we all know, effectiveness implies achieving success in achieving previously set goals. Effectiveness is referred to as utility results and is always related to the relationship between the expected results and the results actually achieved.

The program to provide additional income for ASN teachers in North Morowali Regency, starting from the data screening stage for prospective recipients, proposal to implementation has been going well and can be implemented according to the time set by law.

The additional income program is said to be successful because the implementer, in this case, the Regional Education and Culture Office, is concerned and the recipients of the additional income realize that this program is important to help economically, especially those who have not received certification. This factor is very influential so that this program can be implemented according to the plans that have been determined.

Efficiency

Effectiveness and efficiency are closely related. When we talk about efficiency when we imagine using our resources optimally to achieve a certain goal. The point is that efficiency will occur if resources are used optimally so that a goal will be achieved.

In terms of efficiency, what is carried out by the North Morowali Regency Regional Education and Culture Service is considered to be good. Due to how this program can be realized in accordance with the mandate of the law. Apart from that, the resources owned by the Department cover all aspects for the efficiency of the program to provide additional funding for ASN Teacher income in North Morowali Regency.

Adequacy

Adequacy in public policy can be said to mean that the objectives that have been achieved are felt to be sufficient in various respects. William N. Dunn suggests that adequacy concerns the extent to which a level of effectiveness satisfies the needs, values, or opportunities that give rise to problems (Dunn, 2003: 430). From the definition above, it can be concluded that adequacy is still related to effectiveness by measuring or predicting how far existing alternatives can satisfy needs, values or opportunities in solving problems that occur.

Similar to professional allowances, additional income funds for non-certified ASN teachers aim to provide incentives to motivate and improve teacher performance. But in practice this number is relatively smaller, even though the workload for both remains the same. However, several informants said the same thing, that this additional income program would help them.

Alignment

The distribution in this research is intended to see how aid is distributed in terms of its usefulness between recipient ASN teachers in mainland and inland areas. In this case the researcher considers the geographical aspects of the North Morowali district area. As stated by Dunn (2000: 610), the evaluation criteria related to alignment is the utilization of costs by distributing them evenly to the activity targets.

The results of the research in the field and interviews above show that in terms of distribution, the usefulness aspect of additional income generating funds is considered not optimal because this program does not consider geographical aspects, especially according to data researchers obtained from BPS, that the people of North Morowali district are concentrated in the sub-district capital area, especially in the mainland area.

Responsiveness

Responsiveness in public policy can be interpreted as a response to an activity. Which means the response of public policy targets to the implementation of a policy. According to William N. Dunn, responsiveness relates to the extent to which a policy can satisfy the needs, preferences or values of certain groups of society (Dunn, 2003: 437).

The success of a program or policy can be seen through the response of ASN Teachers as recipients of additional income who respond to implementation after first predicting the effects that will occur if a policy is implemented, as well as the community's response after the impact of the policy has begun to be felt in a positive form in the form of support or manifestation. the negative is rejection.

In the implementation process, the program providing incentives for additional teacher income for ASN received a positive response for those who did not yet have certification. For ASN teachers who receive additional income in North Morowali Regency, this program can help them to meet their daily needs even though the amount is far from that of teachers who receive a professional allowance of Rp. 1,000,000.

Accuracy

Appropriateness refers to the value or value of the program objectives and to the strength of the assumptions underlying those objectives. Dunn (2000:610) explains that evaluation criteria are related to accuracy, namely whether the desired results (goals) are truly useful and valuable.

The informant stated that regarding the realization of the mandate of Law number 20 of 2023 that: "... one of the goals of education is to improve a good learning process, but in relation to this program there is still a long way to go to immediately achieve this goal...".

If we refer to data from BPS, the contribution to the educational aspect has a large contribution to the Human Development Index of North Morowali Regency apart from aspects of health, economics, etc. This certainly needs to be considered again by decision makers.

CONCLUSION

There is a program to provide additional income for ASN teachers who have not yet been certified, amounting to Rp. 250,000 / month is considered not enough to be considered adequate to meet the daily needs of teachers. Although in this study teachers who work in the interior of North Morowali felt helped by this nominal value, for teachers who work in mainland areas, especially in population centers (sub-district capitals), this nominal value is still far from feasible considering the workload they have. Non-Certified Teachers (who receive additional income incentives) and Certified Teachers (who receive professional benefits) are the same. Apart from that, this program is also considered to have not improved the performance, professionalism and especially the welfare of ASN teachers who receive additional income. In fact, the education aspect in North Morowali Regency has a major contribution to the increase in the Human Development Index for North Morowali Regency apart from health and the economy.

If viewed from the indicators of William Dunn's Policy Evaluation criteria, the aspects of effectiveness, efficiency and responsiveness of this program are considered by researchers to be going well. However, the aspects of adequacy, alignment and accuracy are not yet considered good, especially in achieving educational goals as mandated by Law number 4 of 2022.

Based on the results of research related to the evaluation of the additional income program for ASN Teachers at the North Morowali Regency Education Office, several suggestions are recommended. First, this program must consider the geographical aspects to which the teacher devotes himself. Second, consider the workload aspects of ASN teachers. And third, it is necessary to pay attention to the welfare of teachers in the North Morowali Regency area, this is based on the consideration that the education aspect has a major contribution to increasing the Human Development Index in North Morowali Regency.

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