
SOCIUS:

Jurnal Pendidikan dan Pembelajaran Ilmu Pengetahuan Sosial

Volume 12, No 2, October 2020, pp. 44-54

P-ISSN: 2089-9661 | E-ISSN: 2089-967X

DOI: [10.20527/js.v12i2.12812](https://doi.org/10.20527/js.v12i2.12812)

Open Access: <https://ppjp.ulm.ac.id/journal/index.php/JS/index>



HONORER'S MASTER'S HUMANITY BETWEEN MYTHS AND REALITIES

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ARTICLE INFO

Article history:

Received 10 February
2023

Accepted 12 April 2023
Available online 30
October 2023

Kata Kunci:

Kesejahteraan; Guru
Honorar

Keywords:

Well-being; Honorary
Teacher

ABSTRACT

The government's low attention to the welfare of honorary teachers at SMA Muhammadiyah 2 Banjarmasin is indeed very concerning. In fact, the obligations carried out by honorary teachers are no different from PNS teachers. The honorary teachers continue to carry out the same obligations as PNS teachers, namely to guide and become good educators for each student, but in reality, this great task and responsibility in educating students is not commensurate with the wages they receive. As a result, it puts honorary teachers at SMA Muhammadiyah 2 Banjarmasin at risk of being less prosperous in their quality of life. The type of research in this article is descriptive qualitative research where the data are obtained directly from honorary teachers at SMA Muhammadiyah 2 Banjarmasin with the number of informants as many as 4 (four) teachers. Data collection techniques using observation and interviews. Then using data analysis in the form of data collection, data presentation and drawing conclusions. The results of the research in this article are in terms of welfare, the standard of living can be said to have not been achieved because they have to work harder to get something decent. With a very low salary income, honorary teachers are still able to fulfill their welfare. One of the needs that are met is the aspect of Physical Needs.

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PRELIMINARY

Maintenance of education is not independent of the role of the teacher. A teacher can be understood as someone who gives knowledge to the student. Because of this duty a teacher can be seen as authority and the society needs the presence of a teacher, that is why the teacher is obliged to keep the public's trust in him. The teacher is also positioned as someone who claims to have authority over the student. Teachers perform various roles in schools, families and communities. A good and effective teacher is a teacher who performs all his duties well. Teachers have a function that essentially transfers science using various learning methods and techniques that are appropriate to the development and needs of students. In this case, a broad and broad knowledge is required to facilitate the educational process. Education is something that every child needs to acquire a science that is useful for their future. The main concern of the government today is that every child should at least complete education until high school is one of the objectives of education in Indonesia. In addition to focusing on students, the government also focuses on the teaching system above the skills and qualities of teachers. Teachers are required not only to have a wealth of knowledge, but also to understand every problem of students' needs and abilities. In line with that, the teaching of each teacher can result in a change of knowledge both cognitive, affective and psychomotor.

Being a teacher is not as easy as you think. Teachers are required to always be professional in carrying out their duties. A professional teacher is a teacher whose day-to-day interaction with students is to enlighten the children of the nation. The interaction that is carried out is not only knowledge, but also must involve emotion and intuition. It will enable students not only to talk to the lancer, but also to feel and apply what they have learned. The primary cornerstone of education is the teacher. All the means and means of education that are estimated but do not improve the quality of the teacher's diet will be a waste, because the key to education was the teacher himself. If a boat owner is told to be a teacher, he must be able to drive the boat. If a teacher does not perform well in the educational process, then the result is that the meaning of education is lost.

If you look at the weight of a teacher's duty, it's not equal to the reward he earned. It looks like this is the state of teachers, especially honorary teachers. Twelve decades of dedication to educating children who cannot read to be able to read, who cannot write to be capable of writing, who can't anything be able, even until something placed in the interior is

not a guarantee that an honorary teacher in Indonesia is well. But if you look at the reality, the role of their dedication to the country is so great that it enlightened the lives of the children of the nation. We can't help but even honorary teachers need a decent cost of living for them to live. The lives of the Honourable Teachers are, in fact, still very short in the fulfilment of their basic needs. Their daily needs are like food, drink, and shortage of shelter if they expect income from their honor. There's news in a number of television media about the life of an honorary teacher who smells stinking. As quoted from the compass media reporting about an honorary teacher at one of the 012 Krayan State Basic Schools in the Nunukan district of Northern Kalimantan Province who has not received a decent salary. Head of SDN 012 Krayan Lewi Galung said that there are five teachers who are only paid at Rs. 32,500/month. These five teachers also work as farmers, where they survive from agriculture.

Seeing from the weight of the duty of a teacher is not comparable to the income earned. Twelve decades of service is no guarantee of an honorary teacher in Indonesia's economic well-being. But they have a great role to play, which is to impress the young generation of the nation. Not to mention a teacher who needs a decent cost of living. Nowadays, the life of teachers who are still in honorary status is felt very little to satisfy economic needs if only expected from honorary salaries. In some media news a lot of the life of teachers as quoted from the honourable teacher's compass media in Nunukan district, North Kalimantan (Kaltara), have not received a decent salary. One of the real realities is the honourable teacher who teaches at SDN 012 Krayan. From the information that the head of the school revealed that there are five teachers who are only paid for Rs. 32,500/month. Their fifth status is an honorary teacher. These Honourable Teachers, besides teaching and becoming honourable teachers, are farmers and meet their living needs from agriculture. If only from income as a teacher, would not be able to meet their daily needs. From this announcement then arose the big question, what about the other honourable teachers, if the income they earned was not enough to satisfy their daily prosperity. Some of them have families, some have children, some are still out of the house, some still have a household. Then how are these honourable teachers trying to improve their standard of living well-being?

The same thing happened in one of the private schools, the Muhammdiah 2 Banjarmasin High School. The lack of government attention to the standard of living of

honorary teachers at the Muhammadiyah 2 Banjarmasin High School is very worrying. While honorary teachers perform the same duties as state teachers. They do the same job, which is to guide and be educators so that students are expected to be smart children. But the role of a big duty in raising children is reversed by the income they receive. As a result, honorary teachers at Muhammadiyah 2 Banjarmasin High School are less at risk in meeting their physical and psychological needs. A better life condition is often more specifically referred to as an improvement in the standard of living or the improvement of the well-being of the community. Thus, an increase in the level of life can also be regarded as a goal to be achieved through the process of the development of the society. Therefore, an improved standard of life in addition to being seen as an aim, then can actually also be used as an indicator of success in the development process of society.

RESEARCH METHODS

The type of research in this paper is descriptive qualitative research. In this study, the authors conduct the research process directly and actively through interviews and observations. In this article, observations are carried out through a collection of various resources and materials related to how honorary teachers work to improve their well-being. Then the indicators of the writing of this article were translated into a series of interviews, focusing on the efforts of the Honourable Teacher of Muhammadiyah 2 Banjarmasin High School whose salary was low, but the honourable teachers were still able to satisfy the well-being of his life. (Kebutuhan-kebutuhan fisik). The data collected for this research is raw data, which is data taken directly from interviews with four honorary teachers of Private High School Muhammadiyah Banjarmasin. Explanation and presentation of data, in this writing article the author is looking for a logical explanation to explain the correlation between the results of the data. Library studies and related theories.

RESEARCH RESULTS AND DISCUSSION

1. Honourable Master

A teacher according to Shafi'ie (Muhson, 2004) is a person whose work teaches. There are two groups of teachers in the state school, namely a permanent teacher who is a civil servant (PNS) and an honourable teacher known by the term teacher *lata bakti* or a non-permanent teacher. (GTT). According to Government Regulation No. 48 of 2005 on the Appointment of Honourable Workers to CPNS, it is explained that honourable teachers are those appointed by public officials or other government officials to perform certain duties on

government agencies or their income becomes the burden of APBN/APBD. The difference between a PNS teacher and an honorary is that there is a difference in income. PNS is guaranteed by the government while honorary teachers are hired from the school's operational costs. According to the Legislative Regulation No. 48 of 2008 on the Financing of Education, the payment of honorary teachers' fees and honorary school teachers who are not funded by the government and/or the local government states that additional incentives to the well-being of PNS teachers are entirely the responsibility of local government.

A teacher has a role of duty to carry out, both the duty related to the service in school and outside school in the form of devotion. The profession of a teacher has tasks that include educating, teaching, guiding, training and evaluating students. Daryanto and Tarsial (Romdin, 2020:16) explain the five duties of teachers:

- a. Teachers are responsible for assisting, guiding and guiding the growth of students systematically and thoroughly.
- b. Teachers are responsible for motivating students to learn creatively.
- c. The teacher teaches the student with the various knowledge that he possesses.
- d. Teachers instill noble moral values in students.
- e. The teacher builds the character and personality of the student.

From the understanding related to the duties of teachers above it can be concluded that the duty of the teacher as a profession is to help, guide, lead, continue and develop the knowledge, skills and values of the student's life so that they can be used in the life and future of students.

2. Living Level

What is meant by the standard according to the Great Dictionary of Indonesian Language (KBBI) is the level; level; quality. Thus, the standard of living means the quality of life that a person or company possesses. The standard of living is generally measured by standards such as per capita income and poverty levels. Besides, it can also be met by availability and quality, income growth gaps and educational levels are also used. Lifestyle is in principle the economic ability of a person to produce goods and services that consumers use to satisfy their needs and desires.

Life needs or standard of living can be defined as essential needs for human survival, namely the fulfilment of goods or services such as consumption (food, housing, clothing) or certain social needs. (seperti air minum, sanitasi, transportasi, kesehatan dan pendidikan). Esmara (Fargomeli, 2014). Lifestyle is one of the important aspects that should be taken into account to improve the quality of life of Indonesian people.

There is a difference between primary and secondary lifestyles. Primary life is the most important requirement for a decent life, such as food, drinks, clothing and shelter. Secondary living is the fulfilment of primary needs such as tools and furniture. (Manullang, 2011). To meet the standard of living of the people, the government establishes nine main ingredients, namely rice, salted fish, fried oil, sand sugar, salt, soil oil, wash soap, raw cloth, and raw batik. The government uses nine of these basic ingredients as barometers to measure living standards.

An effort to improve the standard of living of a society is to meet primary and secondary needs primarily through income. Suharto (2009) explains that in the process of improving the standard of living a person can be seen from the level of well-being.

Keyes & Magyar Moe (Husna, 2012:4) said that welfare to improve the standard of living is a means for a healthier and more productive life. Aspects of well-being can contribute to quality of life, especially those related to work productivity, physical and mental health. A happy soul will make people concentrate on what they're doing. Similarly, teachers are expected to concentrate on their duty as teachers, namely teaching. If teachers don't have well-being, they're worried the teaching learning process will be interrupted so students can't learn. But the science in school is important for the generation of the nation to be a useful successor in the future.

Man can be said to be happy if he can satisfy all the basic needs of his life. According to Maslow (1984:41) it is explained that each individual has five aspects, namely: physiological (physical) needs, security, love, self-esteem and self-actualization. Everyone has basic needs that are heterogeneous in nature. Basically everyone has the same needs, but culturally they are different. To meet human needs, set priorities.

One of the realities that happened was the profession lived by the honorary teacher at Muhammadiyah High School 2 Banjarmasin. With a very low salary of honorary income, but must still be able to improve the well-being of his life especially in the aspect of basic needs that are physical needs. Physical needs are those that relate to the physical condition of a person's body such as the need for food, food, and board. In fulfilling these physical needs, the individual must meet these basic needs, it is because this need is a need to maintain a person's life physically. For example, a person's need to eat, drink, house, marry, sleep. All these needs are vital to the survival of every individual.

3. The Honourable Teacher's efforts in improving the standard of living

Living a career as a teacher, especially an honorary teacher, is not without problems and obstacles. Teachers who teach, educate, direct, evaluate and evaluate students face their own challenges. Teachers must always be able to carry out their profession. But it's not comparable to the income earned. Honourable Master.

According to the report, Honourable Teachers of Muhammadiyah High School 2 Banjarmasin earn an average salary of Rs. 10,000 per hour. If summed up, the monthly salary they receive from the teacher profession varies from Rs. 240,000 to Rs. 880,000. At the same time, if honourable teachers have additional duties, their income will also increase around Rs. 150,000. 400,000. Cumulatively, this honorary teacher's salary is not at all close to the provincial minimum wage.

Tabel 1. Honorary Teacher's Salary

No	Name of Honourable Master (Inisial)	Monthly salary
1	F	Rp. 520.000
2	M	Rp. 800.000
3	AR	Rp. 440.000
4	RR	Rp. 600.000

From the results of interviews with four honourable teachers at Muhammadiyah High School 2 Banjarmasin, they tell in an effort to improve the standard of living is by finding extra income outside of their hours of study as honorary teachers. One of the honorary teachers of F's mother (37 years old) told me that her day as an honorary teacher, where her husband was a travel driver whose earnings were uncertain, while the earnings of mother F (37) were also low due to a reduction in teaching hours. Unlike M's mother (37 years old),

she has been a teacher at 2 Banjarmasin Muhammadiyah High School since 2004. She's been trapped as the backbone of the family because since 2017 her husband hasn't worked. To cater for the daily needs of expecting a salary from Mother M (37 Tahun). While the earnings of honorary teachers don't close to covering everyday needs. He has to save to survive. His monthly income is about Rs. 900,000, provincial allowance every six months, and three-month certification. There is also the father of AR (34 years old) he satisfied his needs by finding another school of extra education and as a teacher at the bimbel study. Besides, his wife also helped meet the needs of the family. Mr. RR (34 years old) lives in Banjarmasin alone and contracts a house. The monthly income for two kitchens, because his daughter was in a different city. An honorary teacher is an educator in a school whose official status is not a civil public officer (PNS). However, the duty of an honourable teacher in the school is the same as that of a PNS teacher, that is to have the same teaching hours in school and have equal responsibilities towards students. Honourable teachers in the educational environment must wait indefinitely until their status is clear. Many honourable teachers in the school, especially the Muhammadiyah High School of 2 Banjarmasin, in particular the Muhammadiyah High school of 2, Banjarmachin, who have taught in the same capacity for more than ten years, that is, still remains an honorary teacher. All this time the well-being of the honourable teacher is said to be less than that. The condition of honorary teachers is unsatisfactory because the condition of teachers does not meet their expectations. One factor in the well-being of honorary teachers is a lack of income. The hope of honorary teachers is to get the same benefits as PNS teachers.

The earnings of honorary teachers at the secondary school are still low. It's seen from the honor tables they got and the results of the field interviews. The Honourable Master still has debts just to meet his life needs. The teachers at Muhammadiyah High School 2 Banjarmasin have different strategies in meeting their life needs in order to improve their well-being. According to Maslow's theory, there are five aspects of fulfillment of life needs: (1) physical needs, (2) safety needs, (3) social needs, (4) esteem needs, and (5) self-actualization. (kebutuhan aktualisasi diri).

Maslow said in the aspect of physical needs that the need for life begins with the fulfillment of the basic needs of life. Basic needs are physical needs, that is, physical needs related to physical condition, such as storage, food, and board. Physical needs are the most basic needs. From the results of the interviews conducted by the researchers with 4 (four)

honorary teachers of Muhammadiyah High School 2 Banjarmasin meets the basic needs of food, drinking, shelter, and storage, and sometimes remains a passport. On average, they say they still earn a lot less than they spend, so these honourable teachers are trying to meet these basic needs by finding extra jobs outside of honours teaching jobs, or even borrowing to meet their daily needs.

If associated with Maslow's theory of the life-need theory regarding aspects of physical need fulfillment, then the honorary teachers at Muhammadiyah High School 2 Banjarmasin can satisfy their physical needs even if they have to find extra income outside of their work as an honorary teacher. Well, psychologically, there's fear in the honorary teachers at 2 Banjarmasin Muhammadiyah High School. Their fear is not without cause. It's because their income from working as honorary teachers still doesn't meet the standard to meet basic needs.

An effort to improve the standard of living is one of the alternatives that individuals or groups make to improve or develop the economy and be able to meet all the needs of life when faced with life's problems. (Irwan dan Indraddin, 2016:32). It is in line with Snel and Staring (Official, 2005:6), which states that the strategy of fulfilling life needs is a series of activities or actions chosen by individuals and the socio-economic criteria of low and medium households. Survival as an attempt to satisfy basic needs is not apart from the physical and spiritual aspects. An honorary teacher can't just do one job. They have to look for additional ways to improve the standard of living in aspects of their physical needs, such as being mentors, being coaches in extracurricular activities, teaching in various places, being teachers of the Koran and becoming members of village institutions.

Physical needs are the most basic human needs. The basic needs of food, drink, shelter, and other things must be available to everyone. If one of these components is not met, then it can be said that man has failed to meet the basic needs as an economic being. If these basic needs are not satisfied, one will suffer the destruction of life.

The aspect of physical needs is generally compulsory to be met by every human being. Whether someone has high or low income, whether they have income or not. Everyone is different in meeting these basic needs only at the level of fulfillment of their needs. There are some people who meet the needs of this body well in terms of the need to eat, eat food that meets the nutritional balance and is a decent home.

CONCLUSION

Honourable teachers especially at Muhammadiyah High School 2 Banjarmasin are still experiencing difficulties in meeting their physical needs. There are still those who have not had their own home and have to ride in the family home, then still have a debt cover because of their basic needs for a month unmet and in order to have a decent home they take home loans. Of course for the credit fee is not a little. They have to share the expenditure they really need. From the well-being side, the standard of living can be said to have not been achieved because they have to work harder to obtain something worthy. Honourable teachers are educators in schools whose official status is not Civil State Officer (PNS). However, the duty of honourable teacher in schools is the same as that of PNS teachers, that is to have the same teaching hours in schools and have equal responsibilities towards students. Many honorary teachers in the school, especially the Muhammadiyah 2 Banjarmasin High School who have taught in the same capacity for more than ten years, but still remain an honorary teacher. All this time the well-being of the honourable teacher is said to be less than that. The condition of honorary teachers is unsatisfactory because the condition of teachers does not meet their expectations. One factor in the well-being of honorary teachers is a lack of income. The hope of honorary teachers is to get the same benefits as PNS teachers.

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