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EDUCATION SERVICE SECTOR WORKERS IN WEST JAVA IN THE PANDEMIC PERIOD OF COVID 19 LEADING TO THE FIRST YEAR

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ABSTRACT:

This research is a continuation of previous research, which is related to the study of the impact of COVID 19 on various aspects of activities including education or HR actors engaged in the world of education, especially in West Java. In connection with this, the purpose of this research is to find out how the conditions of work discipline, compensation and performance of the human resources are during COVID-19. The method used is a survey with the analysis used is descriptive and verification. Data were collected using a questionnaire via google forma from 40 respondents in this field. After the data was collected, it was tested for validity, reliability, classical assumptions and data normality. To measure the level of contribution of each variable used regression analysis and determination. The results showed that all data were valid and reliable, met the classical assumption test rules and data were normally distributed. Very good work discipline conditions, good compensation and good performance. The level of contribution of work discipline is very small, compensation is very small on performance. As a conclusion, the conditions of work discipline, compensation and performance of human resources in the education sector with the contribution performance are very small.

INTRODUCTION

The quality of education in a country will reflect the quality of human resources in that country and both will be determined by the institution that provides the education. Educational institutions will produce good output, if managed by professional human resources who have good competence. Thus

the importance and centrality of human resources in the field of education, because it has a central role in producing output in the field of education.

The quality of Human Resources (HR) is proven to be a determinant factor for the success of a nation's development and progress. The experiences of Asian countries such as Japan, South Korea, Taiwan, Hong Kong and Singapore prove the truth of this (Hidayat Syarief, 1998: 1). Efforts to build the quality of human resources cannot be separated from the quality of education, because through the education process it has implications for the following aspects: First, instilling a love for science and technology. Second, to create an atmosphere in the teaching and learning process that is able to generate and develop creativity, innovation and learning talents. Third, fostering fighting spirit, professionalism and superior insight. Fourth, develop an attitude of thrifty, careful, orderly, diligent and disciplined life, and fifth, develop morals and noble character as the manifestation of faith and devotion to Allah SWT.

West Java Province is one of the provinces that have not been able to achieve the nine-year compulsory education. Based on BPS data (2019), West Java Province has a productive age of 35.96 million in 2018. A large productive age without adequate quality of human resources means productivity does not run optimally. Based on Figure 2, it can be seen that the average length of schooling for districts / cities in West Java has not reached the compulsory nine years of education. Some areas in West Java that have fulfilled the nine-year compulsory education include Bandung Regency, Bogor City, Sukabumi City, Bandung City, Cirebon City, Bekasi City, Depok City, Cimahi City and Tasikmalaya City. (Adhitya Wardhana, at.all).

Education sector government spending is based on Law No. 20 which explains 20% of the budget for the education sector in the APBN and APBD. The large number of regions in West Java that have not achieved the nine year compulsory education makes government spending in the education sector not run optimally. Previous research has explained the role of education expenditure in increasing educational attainment by Obi, et al. (2016), Bado and Hasbiah (2017), that there is a positive influence between education expenditure and educational attainment. However, the condition of education sector expenditure has not been able to increase educational attainment in West Java. The quality of human resources is important and becomes one of the inputs for development, so it is necessary to achieve government programs through the target of compulsory education for nine years. The target of the nine-year compulsory education is the benchmark for increasing the Human Development Index (HDI). It is necessary to analysis several factors that affect educational attainment in West Java in terms of infrastructure (teacher to student ratio), expenditure side (education and health), per capita income. The scope is analysis in districts / cities that have not met the target of compulsory nine educations in 2018.

Based on the explanation above, the importance of human resources in the field of education is for the development of the quality of human resources in

a country, including in West Java, because this human resource will determine the quality of future generations. On the other hand, their performance level is a measure of the quality of human resources in the future which is also determined by the level of discipline in their work, as well as the compensation given by the institution where they work or work. Thus the level of contribution from work discipline and compensation received by them has a contribution to their performance in building future generations.

THEORETICAL FOUNDATION

Work Discipline

Uce Karna Suganda, et.al (2021). Discipline is the direction of training and shaping someone to do better. Work discipline shows that employees have conditions or attitudes that respect company rules and regulations. Rules and regulations involved including employee attendance, tardiness and early return. If an employee has a sense of responsibility for the task assigned to him, then the employee has good work discipline. The following work disciplines are determined by experts, namely: Hasibuan (in Barnawi 2012: 112) states that:

"Work discipline is the ability of a person to work regularly, diligently, continuously, and work in accordance with applicable rules without violating predetermined rules." The above definition can be interpreted as the seriousness of a person's proper work. According to Sastrohadiwiryo (2013: 291) the definition of work discipline is as follows: "Work discipline can be defined as an attitude of respect, respect, obedience and obedience to the prevailing rules, both written and unwritten, and being able to carry it out and not evade to accept the sanctions if he violates the duties and authorities given to him." This definition shows that good work discipline is when it is responsible. Then it was raised according to Hasibuan (2014: 193) which states as follows: "Discipline is the sixth operative function of Human Resource Management (MSDM). Discipline is the most important HRM operative because the better the employee's discipline, the higher work performance they can achieve. Without good employee discipline, it is difficult for corporate organizations to achieve optimal results. " This definition guides the discipline for examining, supervising and researching job responsibilities. Furthermore, Sutrisno (2014: 86) says that: "Work discipline is the attitude of a person's availability and willingness to obey and obey the prevailing regulatory norms around him." Here some people think that work discipline is reflected as a means (energy and mind) to prepare and implement obediently within a predetermined time. Meanwhile, according to Handoko in Sinambela (2016: 334) that: "Work discipline is the availability of someone who arises with his own awareness to follow the rules that apply in the organization."

Compensation

In order to pay back company services to its employees, the company provides compensation to each employee, so the company will provide compensation to each employee in order to encourage employees to give their full capabilities

to the company, which is equivalent to returning the company to employees. Like what Sastrohardiwirjo (Priansa, 2014: 14) said that:

"Compensation is a reward for services or remuneration provided by the organization to the workforce, because the workforce has contributed energy and thoughts for the progress of the organization in order to achieve the stated goals." Meanwhile, according to Werther and Davis (Priansa, 2014: 12) that:

"Compensation is something that employees receive in exchange for their contribution to the organization." The two definitions above refer to reciprocation as reciprocation of services in the work group. Furthermore, Hasibuan (2014: 116) states that

"Compensation is all income in the form of cash or goods directly or indirectly received by employees in return for services provided to the company." A more detailed explanation of direct income such as basic salary or minimum wage, achievement wages, incentives in the form of bonuses, profit sharing, commissions and stock options), and deferred payments (savings programs and stock annuity). While indirect income such as those related to protection (life insurance, health insurance, employment insurance, pension savings), wages outside of working time (holiday wages, holidays, holidays, annual leave and maternity leave, as well as various facilities that can accessible such as vehicles, rooms, buildings, and parking lots.

Employee performance

To have high-performing employees to support the success of company goals, the following can be explained by the definition of performance according to Bernardin and Rusel in Priansa (2014: 270) that "Performance is a result produced by certain job functions or activities at certain jobs during a certain period of time. " This definition describes in the form of an acquisition that can be achieved within a predetermined time. Mangkunegara (2014: 9) explains the definition of performance as follows:

"Employee performance (work performance) is the result of work in quality and quantity achieved by a person in carrying out his duties in accordance with the responsibilities assigned to him." This definition refers to the level of quality of employees and their achievements. According to Mangkuprawira and Hubeis in their book Human Resources Quality Management (2014: 230) that:

"Performance is the result of a certain planned work process at the time and place of the employee and the organization concerned." Here it is argued that performance means that performance is executed in detail. Rivai (in Muhammad Sandy, 2015: 12) explains that: "Performance or work performance is the result or overall success rate of a person during a certain period in carrying out a task compared to various possibilities, such as work standards, targets or targets or criteria that have been determined in advance and are mutually agreed upon." This definition leads to the achievement of the limits set by the organization.

METHOD

This research uses the survey method with analysis using descriptive and verification approaches. Data test used validity, reliability, classical assumptions and data normality. To determine the condition of each variable under study, a frequency output is used so that it can be sounded qualitatively in an effort to meet the needs of descriptive analysis. Meanwhile, to determine the amount of contribution of each variable, a determination analyst is used. Data were collected using questionnaires from respondents with Google Form from 40 educational actors in West Java. Selected respondents are engaged in educational services from various types of education in West Java, when COVID 19 became a pandemic in West Java.

RESULTS AND DISCUSSION

The results showed that the data tested were 1) valid, 2) reliable, 3) fulfilled the classic assumption test, and 4) the data were normally distributed, thus all data from each variable was feasible for further processing with the help of SPSS Version 25. Work Discipline Work discipline comes from the motives possessed by each individual in this HR sector, the strength and weakness of this aspect will greatly affect other variables such as compensation and performance. The conditions of work discipline that are owned by this HR sector are as follows (Deden Sutisna 2020):

Table 1: Frequency Variable Work Discipline

		VAR0001	VAR0002	VAR0003	VAR0004	VAR0005	VAR0006	VAR0007	VAR0008	VAR0009
N	Valid	40	40	40	40	40	40	40	40	40
	Missing	0	0	0	0	0	0	0	0	0
Mean		4.2500	4.3000	4.3500	4.3250	4.2500	4.2250	4.3000	4.1000	4.2750
Median		4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000
Minimum		3.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Maximum		5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00

When viewed from the mean it shows that the data is > 4.00, meaning that it is in the interval of 4.00 -5.00 and the conditions of the work discipline of education actors in West Java are still very good. They still have strong enthusiasm, positive motivation for the implementation of this education sector for people in West Java, even though on the other hand, COVID 19 in the 10th month (January 2021) is still very strong.

Table 2: Model Summary Variable Work Discipline

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.228 ^a	.052	.027	1.47974	.052	2.087	1	38	.157

a. Predictors: (Constant), work discipline

The contribution of work discipline to the performance of education sector workers to their performance is very small, namely 5.20%, the remaining 94.80% is determined by other variables not examined. This condition is very possible because their enthusiasm has not been supported by other factors such as activity lockdowns, online or online lectures, IT factors and disruption of financial stability.

Compensation

This research shows how appropriate the compensation received by each worker in this sector will have an impact on various aspects of human resources including performance and discipline. The conditions for compensation are as follows (Deden Sutisna 2020):

		VAR0 0001	VAR0 0002	VAR0 0003	VAR0 0004	VAR0 0005	VAR0 0006	VAR0 0007	VAR0 0008	VAR0 0009
N	Valid	40	40	40	40	40	40	40	40	40
	Missing	0	0	0	0	0	0	0	0	0
Mean		4.0250	3.9500	3.9000	3.875 0	3.7750	3.8750	3.9250	3.9500	3.975 0
Median		4.0000	4.0000	4.0000	4.000 0	4.0000	4.0000	4.0000	4.0000	4.000 0
Minimum		3.00	3.00	3.00	2.00	3.00	3.00	3.00	3.00	3.00
Maximum		5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00

When viewed from the mean, it shows that the data is > 3.00, meaning that it is in the interval 3.00 -4.00 and the conditions of work compensation for education actors in West Java are still good. They still have strong enthusiasm, positive motivation for the implementation of this education sector for people in West Java, even though on the other hand, COVID 19 in the 10th month (January 2021) is still very strong.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.074 ^a	.005	-.021	1.51564	.005	.210	1	38	.649

a. Predictors: (Constant), work compensation

The contribution of the compensation received by workers to the performance of the education sector workers is very small, namely 0.5.00%, the remaining 99.50% is determined by other variables not examined. This condition is very possible because the condition of maintaining their compensation has not been supported by other factors such as activity lockdowns, online or online lectures, IT factors and disruption of financial stability.

Worker Performance

Performance is the performance possessed by every human resource in the education sector. This variable is one of the downstream goals of the business unit. This performance condition appears as follows (Deden Sutisna 2020):

Table 3: Frequency Variable Work Performance

		VAR0000 1	VAR0000 2	VAR0000 3	VAR0000 4	VAR0000 5	VAR0000 6
N	Valid	40	40	40	40	40	40
	Missing	0	0	0	0	0	0
Mean		4.3000	4.2500	4.2500	4.2250	4.4000	4.3250
Median		4.0000	4.0000	4.0000	4.0000	4.0000	4.0000
Minimum		4.00	4.00	4.00	4.00	4.00	4.00
Maximum		5.00	5.00	5.00	5.00	5.00	5.00

When viewed from the mean, it shows that the data is > 4.00, meaning that it is in the interval of 4.00 -5.00 and the conditions of the performance of education workers in West Java are still very good. They still have strong enthusiasm, positive motivation for the implementation of this education sector for people in West Java, even though on the other hand, COVID 19 in the 10th month (January 2021) is still very strong.

Table 4: Model Summary Variable Work Compensation, Work Discipline to Work Performance

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.241 ^a	.058	.007	1.49482	.058	1.141	2	37	.330

a. Predictors: (Constant), Work Discipline, Work Compensation

The contribution of discipline and compensation provided by workers to the performance of workers in the education sector is very small, namely 5.80%, the remaining 94.20% is determined by other variables not examined. This condition is very possible because the condition of maintaining discipline and their compensation has not been supported by other factors such as activity lockdowns, online or online lectures, IT factors and disruption of financial stability.

CONCLUSION

Conclusion

1. The conditions of the work discipline of human resources for education actors in West Java were very good when COVID 19 entered at the age of 10 months in West Java, and its contribution was very small to performance.
2. The conditions of work compensation for human resources for education actors in West Java were good when COVID 19 entered at the age of 10 months in West Java, and its contribution was very small to performance.

3. The performance conditions of human resources for education actors in West Java were good when COVID 19 entered at the age of 10 months in West Java, and the contribution of work discipline and work compensation to this performance was very small. This situation shows that COVID 19 has a very strong impact on the performance of this sector. The government's policy to contain the rate of COVID 19 has a very significant impact on the performance of this sector.

Suggestions

The performance of human resources in this sector should be encouraged to be improved, because the conditions of work discipline and the compensation they receive still have a conducive and positive effect at this time. This is important to note because this sector has a direction that determines the quality of human resources in West Java going forward.

Recommendations

When policies to reduce the rate of COVID 19 by parties or stakeholders, this sector should be involved, because research results show that policy patterns such as activity lockdowns, online lectures, PSBB (Large-Scale Social Restrictions), PPKM (Enforcement of Community Activity Restrictions) have an impact. towards discipline, compensation as well as performance in West Java.

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