

Analysis of Honorary Teachers' Honorarium Grants at SMP KP 2 Majalaya Based on Law Number 14 of 2005 from the Perspective of Imam Syafi'i School

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ABSTRACT

This study aims to analyze the implementation of the provision of honorariums to honorary teachers at SMP KP 2 Majalaya based on Law Number 14 of 2005 from the perspective of the Imam Syafi'i school of thought. The issue of honorary teacher welfare is an important issue in the world of education because it concerns justice and balance between rights and obligations. Honorary teachers, as part of the educational staff, are often in a less advantageous position economically, even though their contribution is very significant to the sustainability of the education process. This study uses a qualitative method with a descriptive approach, as well as data collection techniques through observation, in-depth interviews, and documentation studies. The results of the study indicate that the system of providing honorariums to honorary teachers is based on the number of teaching hours they carry out. However, this process is constrained by delays in the disbursement of BOS (School Operational Assistance) funds which are the main source of payment. In the perspective of the Imam Syafi'i school of thought, this honorarium system is permitted as long as the element of consent or mutual willingness is met between the employer (school) and the recipient of the work (honorary teachers). Therefore, it is important to have certainty of payment time and clarity of the work contract. This study recommends a system of regular and consistent monthly honorarium transfers and the formulation of policies that are more supportive of improving the welfare of honorary teachers, as a form of appreciation for their dedication in the world of education

INTRODUCTION

Compensation in the world of education plays a very important role in influencing the welfare, motivation, and work productivity of teachers. Teachers are the spearheads in the implementation of the education process in schools. Therefore, providing proper compensation is not only a form of appreciation for teachers' services, but also an important instrument in maintaining the stability and sustainability of the education system itself. Fair compensation will create high work enthusiasm, dedication, and loyalty from educators to the institutions where they serve.

This is no exception for honorary teachers, who until now still often face uncertainty in terms of receiving honorariums. Unlike teachers with Civil Servant (PNS) status, honorary teachers often do not get certainty about the time of honorarium payment and even receive wages in amounts that are insufficient to meet basic daily needs. This has a negative impact not only on their personal quality of life, but can also affect work motivation and the results of the teaching and learning process carried out in schools.

Law Number 14 of 2005 concerning Teachers and Lecturers has explicitly provided a legal basis for the fulfillment of teachers' rights, including the right to proper compensation or honorarium. This provision should apply universally, both for civil servant and non-civil servant teachers. However, in its implementation, there are various technical and administrative obstacles that hinder the realization of optimal honorarium provision, especially in private schools or schools that still depend fully on BOS (School Operational Assistance) funds from the government.

The problem of irregularity in the provision of honorariums at SMP KP 2 Majalaya is one real phenomenon that illustrates how important fair regulations and a structured salary system are for honorarium teachers. Schools as educational institutions must be able to provide a transparent and accountable financial management system, including in the management of teacher honorariums. In this context, strengthening regulations and increasing the role of local governments are needed to guarantee the basic rights of honorarium educators so that they can work more optimally.

This study attempts to examine this problem not only from a positive legal perspective derived from national legislation, but also from an Islamic legal perspective. This approach is taken by considering that the majority of Indonesian people are Muslims, so that Islamic values, such as justice, consent, and balance in work contracts, are an important part of analyzing a policy. In this case, the Imam Syafi'i school of thought offers a relevant perspective in understanding the provision of wages or honorarium as a form of *ijarah* contract. Thus, it is hoped that this study can contribute constructive thinking in order to fight for the welfare of honorary teachers in Indonesia.

LITERATURE REVIEW

The literature review in this study involves various scientific approaches that support the analysis of the practice of providing honorariums for honorary teachers from both positive and Islamic law aspects. First, conceptually, compensation is a reward received by workers for their contribution to an

institution. According to Mondy and Noe (2005), compensation includes salary, allowances, incentives, and other facilities that aim to increase work motivation and employee welfare.

Furthermore, according to Hadari Nawawi (2003), the compensation system can be divided into three types: direct compensation in the form of salary and wages, indirect compensation in the form of allowances and social security, and non-financial compensation such as moral appreciation and a conducive work environment. In the context of education, providing compensation for teachers is important considering that teachers are a strategic element in the learning process.

From the perspective of wage theory, Karl Marx views that wages are part of the production results received by workers and are determined by market forces and economic structures. In this view, wages are often in an unfair position because they are based on the exchange value of labor rather than the substantial value of their contribution. Marx's theory is an important reflection in understanding the position of honorary teachers who often receive honorariums below the standard of living.

Meanwhile, from an Islamic perspective, the ijarah contract is the legal basis that regulates the payment of wages or honorarium. According to Yusuf Al-Qaradawi (1995), Islam allows ijarah contracts on condition that there is mutual consent between both parties, clarity of the object of the contract, and agreement regarding compensation for services. This is confirmed in QS. Al-Qashash verse 26 and the hadith of Rasulullah SAW such as "Give workers wages before their sweat dries" (HR. Ibnu Majah). Imam Syafi'i in the book *Ar-Risala* also emphasizes the importance of the principles of justice and transparency in every service transaction.

In addition, DSN-MUI fatwa no. 09/DSN-MUI/IV/2000 concerning the ijarah contract is the basis for contemporary law in regulating employment relations in the context of modern muamalah, including the provision of honorariums. This fatwa emphasizes the importance of clarity in work contracts and agreed benefits.

Thus, this literature review confirms that the provision of honorarium for honorary teachers must fulfill the elements of justice, certainty, and agreement, both in terms of state regulations and sharia principles, in order to create genuine welfare for educators.

Previous Research

Your research and the three previous studies both highlight the issue of honorary teacher welfare in Indonesia. All of these studies identify wage inequality and its impact on the lives and work motivation of honorary teachers.

The three previous studies used a qualitative approach or literature study to analyze policies and their impact on honorary teachers. Your research also adopts a literature study approach, but with the addition of Islamic legal analysis, especially the Imam Syafi'i school of thought, to assess the fairness of the provision of honorariums.

A study by Anwar Dhobith (2024) found that government policies related to honorary teacher salaries experienced obstacles in implementation, causing a welfare gap between honorary teachers and civil servants. Research by Adhimas Bagaskara et al. (2023) highlighted the structural injustice experienced by honorary teachers in the Indonesian education system. Meanwhile, a study by Stevany Bella Dianita Kusuma et al. (2024) revealed that the compensation system at SMKN 8 Surakarta did not guarantee the welfare of honorary teachers because there were no incentives and honorariums for additional tasks.

The main difference lies in the analytical approach used. Your research integrates Islamic legal perspectives, particularly the Imam Syafi'i school of thought, to assess the fairness of honorarium provision, while the three previous studies focused on analyzing government policies from a positive legal perspective or a general qualitative approach.

Your research examines the case of SMP KP 2 Majalaya in depth, providing a concrete context to the problems faced by honorary teachers. In contrast, the three previous studies discussed the issue in general at the national level or at a specific institution without integrating an Islamic legal perspective.

By adopting an Islamic legal perspective, your research adds a spiritual and moral dimension to the analysis, which is not found in previous studies. This approach provides additional insight into assessing the fairness and welfare of honorary teachers from a more holistic perspective.

Your research has the advantage of a multidisciplinary approach that combines positive legal analysis and Islamic law. By focusing on a concrete case study of SMP KP 2 Majalaya, this research provides a real picture of the challenges faced by honorary teachers. This approach not only enriches academic discourse but also offers more holistic and contextual solutions in an effort to improve the welfare of honorary teachers in Indonesia.

METHODOLOGY

This study uses a descriptive qualitative approach based on literature study, which aims to analyze the salary policy of honorary teachers and its impact on their welfare, as well as assess the fairness of the provision of honorariums based on the perspective of Islamic law, especially the Imam Syafi'i school of thought. This method allows researchers to dig deeply into relevant literature, both from primary and secondary sources, in order to gain a comprehensive understanding of the issues studied.

1. Primary data sources in this study include official documents such as Law Number 14 of 2005 concerning Teachers and Lecturers, Government Regulations regarding honorary teacher salary policies, and classic books of the Imam Syafi'i school of thought such as *Al-Umm* and *Ar-Risalah*. Meanwhile, secondary data consists of scientific journals, articles, books, and previous research results relevant to the topic of honorary teacher welfare and Islamic legal analysis.

2. Data collection was carried out through literature studies by reviewing relevant written sources, both from physical and digital libraries. This technique allows researchers to collect in-depth and comprehensive information on the topic being studied.
3. Data analysis was carried out using a qualitative descriptive approach, which involves three main stages: data reduction, data presentation, and drawing conclusions. At the data reduction stage, researchers select and simplify data that is relevant to the focus of the study. Furthermore, the data is arranged in a systematic narrative form to facilitate understanding. Finally, researchers draw conclusions based on the data that has been analyzed, taking into account the principles of Islamic law and the context of government policy.
4. In assessing the fairness of the provision of honorariums to honorary teachers, this study uses the Imam Syafi'i legal istinbat method, which includes the Qur'an and Hadith as the main sources of Islamic law, Ijma' as the consensus of scholars, and Qiyas as an analogy to determine the law in new cases. This approach provides a spiritual and moral dimension in the analysis, which has not been widely touched on by previous studies.

In addition, this study also includes a case study at SMP KP 2 Majalaya to provide a concrete picture of the implementation of the honorary teacher salary policy and its impact on their welfare. Data were collected through observation and interviews with related parties at the school, allowing researchers to understand the challenges faced by honorary teachers directly.

With this research method, it is hoped that a deep understanding of the welfare of honorary teachers in Indonesia can be obtained, as well as policy recommendations that are fair and in accordance with the principles of Islamic law.

RESULTS

Conditions of Honorarium Provision for Honorary Teachers at SMP KP 2 Majalaya

Based on the results of observations and interviews, it was found that the provision of honorariums to honorary teachers at SMP KP 2 Majalaya is still irregular and does not meet the standard of living. Honorarium payments are often late and the amount is inconsistent, causing financial uncertainty for honorary teachers. This is in line with the findings of previous studies that showed obstacles in the implementation of the honorary teacher salary policy.

Impact of Honorarium Uncertainty on Teacher Motivation and Performance

Honorary teachers who receive honorariums that are not on time and the amount is inadequate experience decreased work motivation. Several teachers stated that this condition has a negative impact on their focus on the learning process, which has the potential to reduce the quality of education at the school.

Analysis of Compliance with Positive Legal Regulations

Although Law Number 14 of 2005 and government regulations have provided a legal basis for the provision of decent honorariums, implementation in the field is still not optimal. Administrative obstacles and limited school

budgets are the main factors causing uncertainty in honorarium payments for honorary teachers.

Assessment of Honorarium Provision from the Perspective of Islamic Law of the Imam Syafi'i School

The study using the principle of ijarah contract in the Imam Syafi'i school of thought emphasizes that the provision of wages must be based on justice, pleasure, and a clear agreement between the employer and the recipient of the service. The condition of uncertainty in honorarium payments is contrary to these principles because it does not fulfill the elements of clarity of rewards and timeliness, so it can be considered unfair and detrimental to honorary teachers morally and spiritually.

DISCUSSION

Irregularity of Honorarium as a Violation of the Principle of Justice

The results of the study indicate that irregularity in the provision of honorarium not only violates positive legal regulations, but also contradicts the values of justice in Islamic law. Imam Syafi'i emphasized the importance of transparency and certainty in the ijarah contract, so that late and inconsistent honorarium payments can reduce blessings and justice in employment relationships.

Negative Impact of Honorarium Uncertainty on Teacher Welfare and Education Quality

Honorarium uncertainty causes a decline in the welfare of honorary teachers, which in turn affects their motivation and dedication. This can have implications for a decline in the quality of learning, which is contrary to the ideal goals of education. Therefore, the stability of honorarium payments is a crucial aspect to support the success of education.

The Need for Strengthening Regulation and Better Implementation

Although regulations already exist, these findings indicate the need to strengthen the school financial management mechanism and supervision from the local government so that the rights of honorary teachers can be optimally fulfilled. The application of Islamic legal principles can be a moral and ethical foundation that strengthens the argument for improving the compensation system.

Integration of Islamic Law Perspective in Education Policy

This study confirms that the integration of sharia values, especially from the Imam Syafi'i school of thought, in the management of teacher honorariums can be an alternative approach to realizing a more just and civilized system. The values of consent, clarity of contracts, and justice are important benchmarks in ensuring the welfare of honorary teachers.

CONCLUSIONS AND RECOMMENDATIONS

The provision of honorariums to honorary teachers at SMP KP 2 Majalaya still faces various significant obstacles that have a negative impact on teacher welfare and the quality of education provided. Irregularity in payment times, the amount of honorarium that does not meet the standard of decent living needs, and the lack of transparency in financial management are the main problems

found in daily practice. This condition causes a decrease in the motivation and loyalty of honorary teachers, thus potentially hindering the optimal learning process.

Analysis from a positive legal perspective shows that the implementation of Law Number 14 of 2005 concerning Teachers and Lecturers, which regulates the right to proper compensation, has not been optimally implemented, especially in schools that rely on BOS funds and internal management that is less accountable. In addition, the Islamic legal approach, especially through the principle of the *ijarah* contract according to the Imam Syafi'i school of thought, emphasizes that the provision of honorariums must fulfill the elements of justice, mutual agreement, and certainty of payment time as a form of respect for workers' rights and maintaining the pleasure of both parties.

The inconsistency of practices with the provisions of positive law and the principles of the *ijarah* contract shows that a comprehensive reform is needed in the management of honorary teacher compensation at SMP KP 2 Majalaya. This reform must be oriented towards the principles of justice, transparency, and certainty so that the rights of honorary teachers are properly fulfilled and they can work with enthusiasm and dedication. A multidisciplinary approach that integrates aspects of positive law and sharia values provides a solid foundation for formulating more effective, ethical, and sustainable policies.

Thus, the policy recommendations resulting from this study are expected to be a basis for local governments and school administrators in improving the honorarium system for honorary teachers, so that their welfare increases and the quality of education at SMP KP 2 Majalaya can continue to develop significantly.

FURTHER STUDY

This research still has limitations, so it is necessary to conduct further research related to the topic of Analysis of Honorary Teachers' Honorarium Grants at SMP KP 2 Majalaya Based on Law Number 14 of 2005 from the Perspective of Imam Syafi'I School in order to perfect this research and increase insight for readers.

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