

## ANALYSIS OF PPPK SALARY AND INCOME SCHEME IN THE 2023 ASN BILL

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### Abstract

The ASN Bill which was just passed by the DPR last month presents the concept of a new salary scheme for PPPK. Initially PPK and PNS had slightly different salary schemes, especially regarding pension guarantees which PPPK did not have. The presence of the newly passed ASN Law does not recognize the difference between PPK and PNS salaries. Therefore, this research aims to describe the differences in salary schemes that exist in the old and new ASN Laws. This research is qualitative research with a descriptive approach. The data used in this research is secondary data using a library approach collected using data collection methods, data selection, data reduction and drawing conclusions.

**Keywords:** PPPL, Salary, ASN Bill.

### INTRODUCTION

Salary is a form of remuneration or appreciation given regularly to an employee for his services and work results. Salary is often also referred to as wages, both of which are a form of compensation, namely rewards for services provided regularly for work performance given to an employee. In this case, the difference between salary and wages lies in the strength of the work bond and the period of receipt. Someone receives a salary if their work ties are strong, while someone receives wages if their work ties are less

strong. Judging from the period of receipt, salaries are generally given at the end of each month, while wages are given every day or every week. In this case, the meaning of salary (Merdja & Seto, 2020).

Usually referred to as basic salary, the basic salary given to an employee usually really depends on their educational background, abilities and work experience. Desseler, in his book *Human Resources*, says salary is something related to the money given to officers or employees. He believes that payment systems can be differentiated based on performance time, namely payments made on the basis of length of work, for example per hour, day, week, month, etc., and payments for performance results, namely payment of wages/salaries based on the final results of the process. performance, for example production numbers. Armstrong and Murlis, in their book *Practical Guidelines for Payroll Systems*, argue that salary is the basic payment received by a person (Moeheriono, 2014).

According to (Shyreen A et al., 2022) states that salaries are usually paid based on the employee's position, work performed and work experience. Rewards can be used as a motivational tool to motivate employees to play an active role in improving employee performance and achieving organizational goals. Salary is one of the factors that influences employee performance. Salary is receipt as compensation to the recipient of work for work or services carried out and will be carried out, as a guarantee of decent human survival, which is produced in a form that is stated or assessed in accordance with agreements, laws and regulations, and is determined and the amount of wages paid based on an employment agreement between the employer and employee (Winarni, 2013).

The government's legal basis for recruiting PPPK both in teaching staff (teachers) and in non-teaching environments is in accordance with Government Regulation Number 49 of 2018 concerning PPPK Management. In general, PPPK are Indonesian citizens who meet certain requirements who are appointed as government employees based on a work agreement for a certain period of time in order to carry out government duties and positions. PPPK can then be called one of the ASN (State Civil Apparatus) because it serves in various government institutions. For example, in ministries, state schools, state campuses, and so on (Peraturan Pemerintah Nomor 24 Tahun 2018 Tentang Manajemen PPPK, 2018).

In simple terms, what PPPK is is a contract employee recruited by the government and assigned to carry out government duties and positions. So, it's not just private companies that have contract employees. The government also has it with the term PPPK. It is said to be a contract employee because it refers to Law Number 49 of 2018 which states that. Where the PPPK work agreement is adjusted to the mutually agreed work agreement. Even though the status is a contract, the government ensures that every PPPK can continue to serve until retirement age, especially for PPPK teachers. Namely, reaching the age of 56 years and being entitled to a number of allowances and facilities that civil

servants receive (Undang-Undang (UU) Nomor 5 Tahun 2014 Tentang Aparatur Sipil Negara, 2014).

Basically, the PPPK policy is intended as a solution for non-PNS ASN employees. The PPPK regulated in the ASN Law is not an honorary staff in the new version, because to become a PPPK, the entry point is clear, as is the case for CPNS, which must go through proposing and determining the formation, the performance of which is also measurable. PPPKs also get remuneration, social benefits and welfare similar to civil servants, the difference is that PPPKs do not get pensions and therefore each agency that will appoint them must propose their needs and formation, what their qualifications are, and must go through a test (Nugroho, 2023).

The latest ASN Bill which was passed by the DPR on October 3 2023 offers a different concept to Law Number 05 of 2014. In the latest ASN Law, the salary scheme between civil servants and PPPK is not differentiated. This means that PPPK also gets the facilities that civil servants receive, including pension guarantees. On the one hand, a number of parties assume that this salary distribution is appropriate because both civil servants and PPPK are state servants and must have the same rights and supporting facilities(Putri, 2023).

However, on the other hand, a number of parties also assume that if there are no differences in terms of recruitment processes, salary schemes, and so on, why are civil servants and PPPK separated. There should only be enough civil servants, but the quota for appointment and recruitment should be increased. Based on the explanation above, this research aims to analyze and describe the PPPK salary scheme in Law No. 05 of 2014 and the recently passed ASN Law.

## **METHODS**

This research is qualitative research with a descriptive approach, namely research that is not based on numerical matters which describes and compares the PPPK salary scheme in the ASN Law Number 05 of 2014 with the ASN Law which has just been passed(Jonathan Sarwono, 2016). The data used in this research is secondary data obtained from library methods by searching books, scientific journals, websites and various other credible scientific sources(Sugiyono, 2019). Data related to salary, PPPK, and all components in this research were analyzed using the stages of data collection, data selection, data reduction, and drawing conclusions(Imam Gunawan, 2014). This research uses a comparative legal interpretation method in interpreting the ASN Law Number 05 of 2014 and the latest ASN Bill as a refinement of previous data analysis techniques(Manzilati, 2017).

## RESULTS AND DISCUSSIONS

Salary is a form of remuneration or appreciation given regularly to an employee for his services and work results. Salary is often also referred to as wages, both of which are a form of compensation, namely rewards for services provided regularly for work performance given to an employee. In this case, the difference between salary and wages lies in the strength of the work bond and the period of receipt. Someone receives a salary if their work ties are strong, while someone receives wages if their work ties are less strong. Judging from the period of receipt, salaries are generally given at the end of each month, while wages are given every day or every week. In this case, the meaning of salary (Merdja & Seto, 2020).

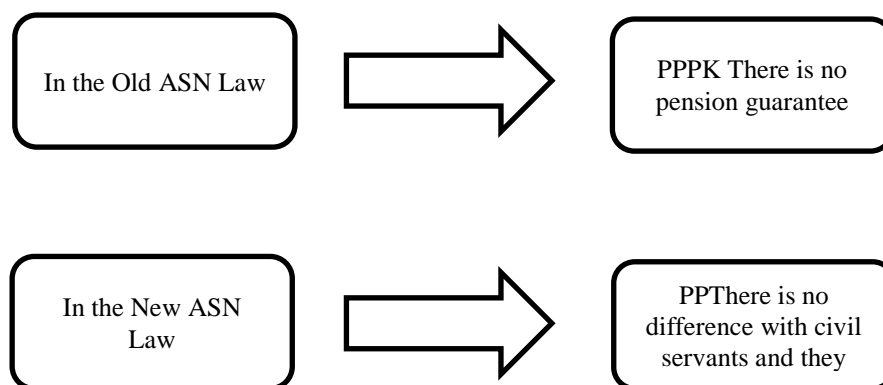
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### **Differences in PPPK and PNS Salary Schemes in the Old ASN Law and the New ASN Law**



**Figure 1:** Differences in PPPK and PNS Salary Schemes in the Old ASN Law and the New ASN Law

Based on the illustration above, it can be concluded that the salary scheme in the ASN Law, which was just passed by the DPR last October and will be implemented in February 2024, does not differentiate the salary scheme between civil servants and PPPK on the grounds that these two groups are supposed to be state servants. have equal rights. The latest ASN Law does not recognize the nomenclature of PNS and PPPK but only ASN. With regard to the policy above, the researcher is of the opinion that if in the end the two groups are equalized and have no differences in various aspects, the PPPK should be abolished and all members within it should be appointed as civil servants.

### **CONCLUSION**

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