

Comparison of The Income of The Stebis Igm Academic Community During The Covid-19 And New Normal Pandemic

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Abstrak

Penelitian ini bertujuan untuk mengetahui perbedaan pendapatan sivitas akademika STEBIS IGM pada saat pandemi covid 19 dan new normal mulai dari Ketua sampai dengan OB. Metodologi yang digunakan adalah uji two-sample t test. Hasil signifikansi uji t-paired t test menunjukkan angka 0,000. Angka ini lebih kecil dari pada 0,05, yang berarti bahwa terdapat perbedaan gaji karyawan STEBIS pada saat pandemi covid dan new normal. Bedanya ini juga sangat terlihat dari naiknya rata-rata gaji karyawan sebesar 40% dari Rp. 3.470.000. menjadi Rp5.300.000. Alasan dinaikkannya gaji karyawan dikarenakan ketua yayasan ingin memberi motivasi kepada karyawan agar dapat meningkatkan kualitas kerjanya dalam bidang tridharma perguruan tinggi dan dalam penerimaan mahasiswa baru.

Kata Kunci: Covid 19, New Normal, Gaji,

Abstract

This study aims to determine the difference in the income of the STEBIS IGM academic community during the covid 19 pandemic and the new normal from the Chair to the OB. The methodology used is a two-sample t-test. The results of the significance of the t-paired t-test show the number 0.000. This figure is smaller than 0.05, which means that there is a difference in the salaries of STEBIS employees during the covid pandemic and the new normal. The difference is also very visible from the increase in the average salary of employees by 40% from Rp. 3,470,000. to IDR 5,300,000. The reason for the increase in employee salaries is because the chairman of the foundation wants to motivate employees so that they can improve the quality of their work in the field of higher education tri dharma and new student admissions.

Keywords: Covid 19, New Normal, Salary

Introduction

Corona Virus is one of the bacteria that belong to the betacoronavirus type. Coronavirus causes a disease called Coronavirus Disease or what we usually know as covid-19 (Mukharom & Aravik, 2020). The characteristics of people affected by this virus include coughing, shortness of breath, the body becoming limp and lethargic, and ultimately causing a loss of smell. For people infected with this virus, it is highly recommended to do Isoman (Independent Isolation), because this

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disease covid 19 can be transmitted through direct contact with sufferers. This disease can also cause death, especially if the patient infected with the coronavirus has a congenital disease (Komborfit).

Corona Virus first appeared at the Wuhan Fish Market, precisely in China at the end of 2019. On January 30, 2020, this virus spread to 80 (eighty) countries in the world and caused many deaths, including in Indonesia (Susilo et al., 2020). Data from the statistical center shows that in 2020 the number of people who were detected with COVID-19 was 6,140,934. The people who were detected with COVID-19 came from 216 countries around the world. The number of people/people who have died was as many as 373,548, specifically, in Indonesia, the number of people who died due to the coronavirus was 168,000.

Besides being able to cause the coronavirus disease, it also causes economic weakness. The United Nations Conference on Trade and Development (UNTAD) stated that Covid 19 is a therapeutic shock for developing countries because apart from having to struggle to pay off debts that existed before the 19th Pandemic, the burden on these countries has also increased with the need for countries to do so. This is to buy medicines and vitamins. In addition, the government must also prepare funds to buy vaccines for its citizens to cope with the spread of covid 19. All of these things worsen the economic conditions of these developing countries, including Indonesia.

The government has made various efforts to tackle the spread of covid 19, one of the ways is by imposing PSBB (Large-Scale Social Restrictions), keeping people indoors, and always urging the public to consistently apply the Health protocol by diligently washing hands, especially when eating, wearing masks. when leaving the house and always keeping a distance when in a gathering. PSBB caused many companies to lay off their employees, so many people were laid off and lost their jobs. Many companies have gone out of business, especially those engaged in the UMKM sector (Micro, Small, and Medium Enterprises).

The above is confirmed by the results of research conducted by Dayat Ikhsan Hajati, (2021). The results of his research entitled The Impact of the Covid 19 Pandemic on Micro, Small and Medium Enterprises (MSMEs) in South Kalimantan Regency stated that there was a significant decrease in both sales (turnover) and

profits from before to after Covid 19 in South Kalimantan Regency.

Erni Pasca Kurniasih conducted a title entitled *The Impact of the Covid 19 Pandemic on the Decline in the Welfare of the People of Pontianak City*. The results of his research show that Pontianak residents experienced a very sharp decrease in income, which was around 30-70% during the Covid-19 pandemic (Hajati, 2021). Not only MSMEs that experienced a decline in turnover, but people with fixed incomes also experienced a lot of decrease in salary or income, even being laid off by the company where they worked. Ramayana Store Department Palembang was forced to go out of business in September 2021, this resulted in many Ramayana employees losing their jobs. Bimbel NoerFikri has also cut ties with the Tentors who work with them. Permanent tutors who usually get a fixed salary every month are now only freelancers and are paid according to the hours they teach.

One of the universities in Palembang, namely the Indo global Mandiri Islamic School of Economics and Business (STEBIS) IGM, experienced a decrease in the number of new student registrations, the salaries of the academic community also decreased at the beginning of Covid 19. academically, only working days are reduced where originally the working day from Monday to Saturday since Covid 19 changed to Monday to Friday. This led to a reduction in the daily honorarium received by the STEBIS IGM academic community, from 6 days per week to 5 days per week. The daily transportation honor given by the Foundation to the STEBIS IGM academic community is Rp. 50,000. So the average academic community of STEBIS IGM experienced a decrease in monthly income of Rp. 200,000. per month during the Covid 19 pandemic. This is reinforced by the results of research conducted by Fadilla & Sari, (2021), their research entitled *The Impact of Covid 19 on Finance and Learning Systems at STEBIS IGM*.

Until now, covid 19 is still lurking, although the rate of spread is not too high, because many people have been vaccinated. Showing the card has been vaccinated is now a requirement for people who are going home or traveling far from their place of residence. In addition, the government has obligated Indonesian citizens, especially the State Civil Apparatus (ASN) to be vaccinated otherwise they may not be able to work as usual. Elementary school students, junior high school, high school, students, and lecturers are also required to carry out vaccinations before carrying out face-to-face teaching and learning activities. All of these rules have

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caused almost all Indonesians to have to be vaccinated, so the spread of COVID-19 has decreased. So that now the Indonesian people have been able to live side by side with the Corona Virus, this situation is called the New Normal.

The mandatory vaccination rules for this also apply at the Indo Global Mandiri Islamic School of Economics and Business (STEBIS IGM). The entire STEBIS IGM academic community is required to vaccinate before conducting face-to-face lectures and even becomes a mandatory requirement to come to campus, with this automatically the number of people identified as Covid 19 will decrease. This is supported by the absence of the STEBIS IGM academic community who died from covid 19, even those who have been infected are now recovering from their illness. Therefore, STEBIS IGM can be said to be ready to face the New Normal.

New Normal is a new life side by side with Covid. This New Normal has been in effect in Jakarta since April 10, 2020 (Muhyiddin, 2020). This New Normal is carried out by loosening PSBB (Large-Scale Social Restrictions), reopening community services, and allowing workers to carry out activities in the office but still have to keep their distance, and wear masks and avoid crowds.

If during the Covid 19 Pandemic there were differences in income/income of the STEBIS IGM academic community before and after covid 19, the researcher also wanted to know the difference in income/income of the entire STEBIS IGM academic community during the Covid 19 Pandemic and New Normal. Therefore, the title of this research is the difference in the income of the STEBIS IGM academic community during the Covid 19 period and the new normal.

The decrease in the income of the STEBIS IGM academic community in the period before and after Covid, made researchers want to know whether there was a difference in the income of the STEBIS IGM academic community during the COVID-19 pandemic and the New Normal. The purpose of this research is to find out how big the difference in the income/salary of the STEBIS IGM academic community during the Covid 19 Pandemic and the New Normal.

Literature Review

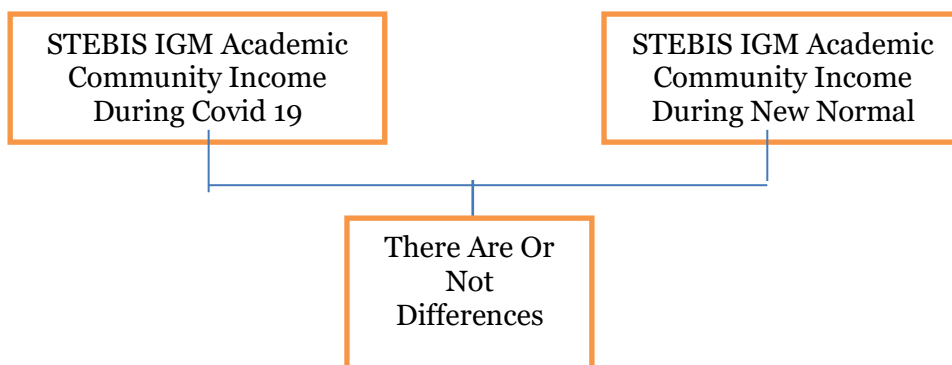
Currently, there are many literature studies regarding Covid 19. Some of these studies are part of the data sources in this study, these studies include (1) Winarso et al., (2020), in 2020 with the research title Implementation of COVID-19 Health Protocols at New Normal in Tangguh Village, Karangdoro Village, Jajag Terminal, and Maron Genteng RTH, Banyuwangi Regency. This research proves that many workers at the Jajag Terminal don't care anymore about the spread of Covid 19, even though they think that Covid 19 is no longer in Banyuwangi Regency. (2) Muhyiddin, (2020) conducted research entitled Covid-19, New Normal and Development Planning in Indonesia. From his observations, it proves that the Government must review the medium-term plan. (3) Fadilla & Meika Sari, (2021) also conducted research with the theme Covid 19. The title of their research was the Impact of Covid 19 on the Financial and Learning System at STEBIS IGM. The results of their research proved that Covid 19 had a very significant impact in terms of new student admissions, a decrease in the income of STEBIS IGM academics, in addition to that the learning system that was previously offline was changed to Online.

Framework

The framework of thinking in this research is as follows;

Picture 1.

Framework



Covid 19

Covid 19 is a type of RNA virus and is also a type of betacoronavirus. This virus is very small in size, only around 120-160 nm. This virus comes from animals, namely

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bats, and camels. Six (6) types of coronavirus that can spread to humans, namely, alpha coronavirus 229E and NL63, betacoronavirus OC43&HKU, Severe Acute Respiratory Illness, and Coronavirus abbreviated as SARS-CoV and the Middle East Respiratory Syndrome Coronavirus abbreviated as Mers-Cov (Susilo et al., 2020).

General characteristics of people infected with Covid 19

Covid 19 is troubling almost every citizen, especially the people of Indonesia. There are two (two) tests that can prove whether we are infected with the coronavirus or not. The tests are Antigen Swab and PCR (Real-Time Polymerase Chain Reaction). The tariff applied to perform an Antigen Swab is Rp. 90,000 - Rp. 100,000. while the PCR (Real-Time Polymerase Chain Reaction) rate is Rp. 300,000.

If people experience the following characteristics, they should do an Antigen Swab and PCR (Real-Time Polymerase Chain Reaction) to determine whether they are infected with COVID-19 or not:

- 1) Cough that doesn't stop (dry type of cough)
- 2) Fever
- 3) Hot body cold
- 4) Bitter tongue so the food you eat tastes bland
- 5) No longer able to smell something (Loss of Sense of Smell function)

Hypothesis

The hypothesis is the answer / provisional guess from the results of the study. This hypothesis includes H_0 and H_a . This hypothesis is a hypothesis from the results of this study:

H_0 : There is no difference in the income of the STEBIS IGM academic community during the covid pandemic and the New Normal

H_a : There is a difference in the income of the STEBISIGM academics during Covid 19 and New Normal.

Impact of the Covid 19 Pandemic

The COVID-19 pandemic has had a huge impact on the entire community and their lives. These impacts include economic, health, learning systems, and schools.

These impacts include:

- 1) The number of companies going out of business
- 2) Massive layoffs (PHK) occurred because employers were unable to pay employee salaries
- 3) Termination of the production process.
- 4) Disruption of public health
- 5) The number of deaths during the Covid 19 Pandemic
- 6) School children can't learn offline but online via zoom or other.

New Normal and its Policies

The New Normal concept as expressed by Muhydin is a new life after the covid 19 period. To prevent the spread of covid 19, the Indonesian government has taken several things, including implementing the PSBB (Large-Scale Social Restrictions) Policy, vaccination starting from Phase I, II and which are currently being carried out up to the stage (3), in addition, if people have to travel, especially to public places such as markets and malls, they are required to wear masks. All the efforts made by the government, thank God, have paid off. Currently, the number of patients detected by COVID-19 is starting to decline, this makes the government start thinking about implementing the New Normal.

Currently, almost all people in the world have implemented an era called New Normal (new life side by side with Covid 19) but that does not mean that Covid 19 is now gone. Therefore we are urged by the government to continue to comply with the Health protocol. To prevent the spread of Covid 19, there are at least 3 (three) activities in implementing the Health protocol that must be met, these activities are commonly known as 3 (three) M, namely:

1. Hand Wash
2. Wearing a Mask
3. Keeping a distance(Winarso et al., 2020).

Methods Research

The type of research that researchers do is included in the type of descriptive research. Descriptive research is research by collecting data and then testing hypotheses that are useful for answering questions from a study. The data used in this

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research is quantitative. Quantitative data is data that is measured using numbers (Fadilla, 2017).

The population in this study was the entire academic community of STEBIS IGM, including OB, IT staff, employees, lecturers, Head of Department, Head of Study Program, and Chair of STEBIS IGM. The total population in this study was 19 (nineteen) people, detailed in the table below

Table 1
STEBIS IGM . Academic Civitas List

No	Posisitio	Number of people
1	Head of STEBIS	1
2	Head of Study Program (Lecturer with Additional Tasks)	2
3	Head of section (Lecturer with additional assignments)	4
4	Lecturer (lecturer not with additional assignments)	8
5	Administration	2
7	OB	2
JUMLAH		19

All STEBIS IGM academics are the objects of this research. Therefore, the entire population in this study was used as the research sample. Some of the techniques that the research uses to collect data in this research are:

a. Interview

Researchers will ask directly the people who will be asked or sampled.

b. Documentation

Documentation is done by collecting a list of salaries of STEBIS employees starting from the chairman to the OB.

To answer the hypothesis in this study, the researcher used the two-sample t-test method. To see whether or not there is a difference between the income of the STEBIS IGM academic community during the covid 19 pandemic and the new normal. The conclusion of whether or not there is a difference is concluded from:

If the Sig Value > 0.05, the variance is proven to be the same, meaning that the income of the STEBIS IGM academic community during the covid pandemic and the

new normal is the same

If the value of sig < 0.05 then the variance is the same, which means that there is a difference in the income of the STEBIS IGM academic community during the covid pandemic and the New Normal

Results And Discussion

This study was tested with 19 (nineteen STEBIS IGM academicians. The variable used in this study is income where the focus is their salary. The general description of the salaries of the STEBIS IGM academicians is contained in the SPSS output results as below:

Table 1.2.
SPSS Paired Sample t-test output results

	Mean	N	Std. Deviation	Std. Error Mean
Pair 1 GajiSaatCovid19	3.47E6	19	1304867.057	299357.033
GajiSaatNewNormal	5.35E6	19	1755675.586	402779.603

In the SPSS output above, it can be seen that the number population in the study which is symbolized by N shows the number 19, this means that the total number of academicians who are used as objects in this study is 19 people, and the variables are salaried during Covid 19 and during New Normal (as seen from the box pair 1).

The mean shows the average salary. In the table above, the mean salary during the covid pandemic is 3,470,000, meaning that the average salary received by STEBIS IGM academics is Rp. 3,470,000. From the results of research observations and looking at the salary list for STEBIS employees in December 2019 it can be seen that lecturers who do not have additional duties have an average salary of Rp. 4,500,000, but lecturers who have additional duties as Head of BPPM&K, Head of Quality Assurance, Head of Assurance Section General (Research, Community Service and Cooperation Division) the average income is IDR 5,046,615, the Head of Study Program has a salary of around IDR. 5.300,000. The Administration has a salary of Rp.2,340,000. and Ob has a salary of Rp. 1,800,000.

During the New Normal, the salaries of STEBIS IGM employees increased. By

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40%. This figure can be seen from the comparison of the mean value during the covid pandemic and during the new normal. The salary during the pandemic is 3,470,000 while the normal New salary is 5,350,000. From the observations of researchers, the increase in salaries at STEBIS IGM began in early January 2022. The basic salary earned increased by 2.5 (two and a half times) from Rp.925,000. be Rp. 2,400,000. with other facilities not reduced, such as Rp. 54,000 per day for transportation, lecturer allowances, family allowances, and others. The research period is March 2022, at which time research allowances are also provided for lecturers who can research and publish their research results in a reputable journal at least Sinta 4. In this research period, it can be seen that there were 9 (nine) lecturers who received the award.

Comparison Test Results

To be able to prove whether there is a difference in salary during covid and the new normal, a test is needed. In this study, the paired sample test was used. The results of the test can be seen in Table 1.3 below:

Table 1.3.
Different test (Paired Sample t-test)

		Paired Differences				t	df	Sig. (2-tailed)	
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower				Upper
Pair 1	GajiSaatCovid19- GajiSaatNewNormal	-1.883E6	1368244.740	314126.287	-2543258.366	-1223348.687	-5.995	18	.000

In the previous section, it was explained that:

If the Significance Value is > 0.05 , it means that there is no difference between the salaries of the academic community at the time of covid 19 and the new normal.

If the value of sig < 0.05 , it means that there is a difference in the salaries of the STEBIS IGM academics during the pandemic and the new normal.

Table 1.3. proves that there is a difference in salary during the Covid 19 pandemic and the New Normal. This is evident from the value of Sig.2 tailed which is 0.000. this value is $<$ than 0.05.

In the previous table 1.2. the salaries of STEBIS IGM employees increased from an average of IDR 3,750,000. to 5,300,000. Based on the observations of the researchers, there are several reasons for the increase in the salary of STEBIS IGM employees, including:

1. There is a policy of the chairman of the IGM Foundation to increase all the basic salaries of lecturers and employees. This salary increase plus allowances must reach a minimum of the UMR (Regional Minimum Wage)
2. The Chairperson of the IGM Foundation, which in this case oversees STEBIS IGM, wants to motivate employees and lecturers to be able to work better amid the Covid 19 Pandemic. This includes promotions to find new students, performance in the fields of research and community service, and of course quality in teaching. The results of this study support the results of research conducted by Fadilla & Meika Sari, (2021) which stated that during Covid 19 all employees at STEBIS IGM experienced a decrease in income. This all happened because of social distancing which forced employees to take Saturdays off so that the transportation money for STEBIS employees was reduced. When Covid starts to decline and we are facing a new normal phase, STEBIS employee income starts to increase.

The results of this study support the results of research conducted by Fadilla & Sari, (2021) which stated that during Covid 19 all employees at STEBIS IGM experienced a decrease in income. This all happened because of social distancing which forced employees to take Saturdays off so that the transportation money for STEBIS employees was reduced. When Covid began to decline and we faced a new normal phase, STEBIS employee income began to increase.

This study also supports the results of research conducted by Erni Panca Kurniasih, (2020) with the title of the research entitled The Impact of the Covid 19 Pandemic on the Decline in the Welfare of the People of Pontianak City and supports the results of research conducted by Nasution et al., (2020) on the Impact of the Covid 19 Pandemic on the Indonesian economy. This proves that during the Covid-19 pandemic the welfare of Pontianak residents decreased.

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Conclusion

This study was conducted to find out whether there is a difference in the salaries of STEBIS IGM academics during Covid 19 and the new normal. The results prove that

1. There is an increase in the amount of salary from the time of covid 19 and during the new normal, which is 40%.
2. The salary increase is due to the Foundation's decision to motivate employees to work even better, especially in the fields of teaching, research, community service, and of course promotion.

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