

The Importance of School Financial Management in Increasing The Welfare of Teacher Salary at Tobasa Foundation Schools

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ABSTRACT

This research aims to determine the importance of school financial management in improving the welfare of teacher salaries at the Harapan Tobasa Foundation. Effective financial management is an important factor in supporting the welfare of teachers in the school environment. The research method used in this journal is a qualitative descriptive method. The subjects of this research were finance staff. Data was collected through interviews and observations. This research looks at how finances are managed at the Harapan Tobasa Foundation, an educational institution that has succeeded in implementing a structured and transparent financial management system. By applying the principles of accountability, efficiency and careful budget planning, the Harapan Tobasa Foundation has succeeded in allocating funds optimally to pay teacher salaries on time. The findings of this research emphasize that successful financial management at the Harapan Tobasa Foundation has had a positive impact in improving the welfare of teachers, which ultimately creates a conducive work environment and motivates teachers to provide quality education for students. Therefore, this research emphasizes the importance of effective financial management as the key to ensuring teacher welfare in improving overall educational standards.

Keywords:: Management, Salaries, Teacher Welfare

1. INTRODUCTION

Financial management in all agencies or institutions, both educational and non-educational, has an important role in managing performance. In the context of educational institutions, financial management involves a number of aspects such as planning, directing, monitoring, organizing and controlling financial resources to achieve

organizational goals efficiently and effectively (Eun, Resnick, & Chuluun, 2021).

Education is a must in children's development. The aim is to direct the natural potential possessed by children so that they can achieve happiness and clear goals as a society. One form of educational operations that is needed is financial management, where finances are an important aspect in the running of the educational process for the continuity of the school, because in education there are various kinds of expenditure, income and funding needs which must be managed appropriately to achieve goals and targets. School management is an evaluation activity; learning planning and financial accountability. In managing school finances, it is important for the school to have a deep understanding of financial management. Without effective management, schools are at risk of experiencing decline because needs such as school facilities, employee salaries and assets are not met. Therefore, proper financial management is very necessary to achieve educational goals and financial management must be carried out openly or known to authorized parties (Titman, Keown, & Martin, 2018).

Active and open participation in the financial accountability and reporting process not only maintains the integrity of the institution or school, but also strengthens the trust of various stakeholders, including parents, teachers, staff and local authorities. It is important for schools to manage finances well because this is the key to achieving quality education. By implementing the values of transparency and accountability, schools can ensure that every use of funds is used efficiently to improve educational standards and achieve set targets. Non-transparency causes suspicion because it cannot be accounted for, which has the potential to disrupt the continuity of teaching and learning activities in schools (Harrison, 2012).

2. RESEARCH METHODS

This research method uses a qualitative descriptive method. Qualitative research is a research process to understand human and social situations by creating a comprehensive and complex picture that can be given in words, reporting views obtained from informant

sources and qualitative research aims at developments in the fields of anthropology, sociology, psychology and then political science, humanities and education are based on several axioms. This research method was carried out through interviews and observations with one of the financial staff at the Harapan Tobasa Foundation. This research aims to see and find out whether the Harapan Tobasa Foundation school has carried out good financial management so that the distribution of teacher salaries is in accordance with the welfare of the teachers at the school.

3. RESULTS AND DISCUSSION

Understanding School Financial Management

Management is key in financial entities or educational institutions, which involves organizing and managing resources effectively and efficiently. Management is a series of financial management activities starting from planning, bookkeeping, spending, monitoring and accountability for school finances. With a scientific approach, management aims to understand how human cooperation achieves certain goals, especially in education. School financial management is a process where income and available resources are used to operate schools in various regions (Cameron & Swezey, 2015).

The quality of education is very dependent on the management implemented at the institution, including support from experienced human resources, relevant curriculum, adequate facilities, sufficient financing, and active community participation. Non-compliance in one of these aspects can disrupt the effectiveness and efficiency of managing educational institutions or schools. Knowledge about finances is something that is very important for individuals so that they do not make mistakes in making financial decisions in the future. Educational management combines various educational resources to achieve predetermined goals, with every aspect of management in various fields having to be managed effectively and efficiently in order to achieve educational goals. However, in the current era, managers or leaders pay less attention to financial management in schools (Davidson & Major, 2014).

Financial management is an inseparable part of managing educational institutions or

schools. Some activities in school financial management are procurement and allocation of funding sources, reporting, auditing, and financial accountability or even financial evaluation. It is important for school principals or school leaders to pay sufficient attention to financial management in order to maintain the stability and sustainability of educational institutions.

School Financial Management Process

School financial management is a part that determines teacher welfare. With financial management starting from the planning, organizing, implementing, managing, to providing feedback. Organizing activities determine work rules and procedures. Implementation activities determine the participants, their respective duties and responsibilities. Supervision and inspection activities determine the criteria, implementation methods and implementation by the specified parties. Feedback activities formulate conclusions and suggestions to improve the continuity of school operational management. The first step in financial management is analyzing various aspects that are closely related to budget planning patterns based on considerations of financial conditions (Teeuwsen, Deelstra, Van Santen, & Grills, 2018). The management process at school includes:

1. Budget planning
2. Strategy for finding sources of school funding
3. Use of school finances
4. Monitoring and evaluation
5. Accountability

Principles of School Management

The use of finance is based on the following principles;

1. Economical, not luxurious, efficient and in accordance with programmed needs
2. Directed and controlled according to plans and activities
3. The necessity of using abilities

In this case, the principal functions as an "authorizer", the principal is given the authority to take actions related to the receipt and expenditure of the school budget.

Teacher Welfare

Well-being refers to a situation where all one's life needs are met. There are two types of welfare: material welfare which includes financial aspects and ownership of valuables, and non-material welfare which involves spiritual needs such as love, peace, tranquility, and so on. A teacher is a professional in the field of education who has the responsibility to educate, guide, train and evaluate students at various levels of education, from early childhood education to secondary education (Oliver, 2016).

Welfare is very important for a teacher because it can increase enthusiasm for work and strengthen loyalty to the school (Ariawan et al., 2021). Providing welfare and compensation to teachers is a strategy to retain individuals who have talent and quality in teaching. Providing welfare to teachers has a major impact on the physical and mental needs of them and their families. To increase motivation and quality in education, teacher welfare programs must be based on legal, fair regulations and follow government guidelines.

The involvement of the principal in school financial management

The principal has broad responsibilities in managing school finances (Cameron & Swezey, 2015). The leadership of the school principal is a very important component, because the principal has a role in managing the school system, directing from the input, process, to output stages of education in the school. (Handoko & Tukiran, 2022) This involves planning a budget, managing financial resources, executing the budget carefully, monitoring financial management regularly, and providing clear and accurate financial reports to all relevant parties.

The involvement of the school principal includes not only preparing the RAPBS, but also forming and directing a financial management team, continuing to monitor the expenditure of funds, routinely supervising financial activities, and transparently providing financial information to all stakeholders as a form of accountability for the management of school funds.

Financial supervision carried out by the school principal is an important part of the supervision agenda which aims to increase the responsibility and performance motivation

of educational staff in the school. As the person in charge and manager in planning educational financial activities, the principal must inspire his subordinates with professionalism. Internal supervision carried out by the school principal involves evaluating and understanding the school's expenditure and financing needs, with a focus on monitoring and guiding the organization in managing educational finances. As the leader of an institution, the principal has an obligation to clearly understand the school's expenses and income in a certain period. Financial reports are required by internal and external parties related to the business unit. As an authority and coordinator, the school principal is responsible for determining steps in financial management and assigning educational financial activities to educational staff, in accordance with applicable regulations. Every procurement of funding sources must be in accordance with the educational institution's policies which must be followed by the school or madrasah.

Financial management is the process of regulation and management in order to make the financial management process effective and efficient. School financial management is very important. Based on the results of interviews conducted by the author, the Harapan Tobasa Foundation school really needs financial management. Financial management is important so that in the future we will not be overwhelmed in spending funds for school operations and teaching teachers. If money is managed without adequate goals or knowledge, it can cause problems in the future. Therefore, the aim of financial management is to ensure that money is used effectively and efficiently in accordance with established standards. Teacher welfare greatly influences salaries, especially for honorary teachers. Most of the problems experienced by teachers, especially honorary teachers, originate from income and salaries that are not commensurate with the workload given and educational status. Because one of the teacher's welfare is in the salary, the higher the teacher's income or salary, the more prosperous the teacher is. Meanwhile, at the Harapan Tobasa Foundation, teachers or educators have honorary status because the Harapan Tobasa Foundation school has private status and the Harapan Tobasa Foundation school has sponsors who provide assistance for the progress and development of the Harapan Tobasa

Foundation, especially for the welfare of teachers.

The involvement of the school principal is an important point for the welfare of teachers because the principal has a large responsibility for managing school finances from the planning, monitoring and reporting stages to the relevant parties. For the Harapan Tobasa Foundation school, the involvement of the principal is very important for managing school finances and teacher welfare. An example of what the Harapan Tobasa Foundation principal does is making Annual Planning such as annual budgeting and carrying out evaluations to compare budget shortfalls from year to year. The percentage of the budget level spent by the Harapan Tobasa Foundation and sponsors is specifically for teacher welfare because the Harapan Tobasa Foundation school is not based on the number of students but is determined.

6. CONCLUSION

Financial management is an important part of managing educational institutions or schools. Financial management activities include procurement of funds, allocation of funding sources, reporting, auditing and financial accountability. The school principal has a big responsibility in managing school finances, such as planning the budget, managing financial resources, implementing the budget carefully, supervising financial management, and providing transparent financial reports. Financial management in schools is very important, especially for the Harapan Tobasa Foundation. Good financial management can make the financial management process effective and efficient, so that in the future schools will not be overwhelmed in spending funds for school operations and teacher recitations.

The welfare of teachers, especially honorary teachers, is greatly influenced by the salary they receive. The higher the teacher's income or salary, the more prosperous the teacher is. At the Harapan Tobasa Foundation, teachers have honorary status because the school has private status and receives assistance from sponsors for the progress and

development of the foundation, including for teacher welfare.

The involvement of the school principal is an important point in managing school finances and teacher welfare. The school principal is responsible for planning, supervising and providing financial management reports. At the Harapan Tobasa Foundation, the school principal makes annual plans such as annual budgeting and carries out evaluations to compare budget shortfalls from year to year as well as the percentage of budget levels spent by the foundation and sponsors, especially for teacher welfare. This is important because the Harapan Tobasa Foundation school does not depend on the number of students.

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