

# Income and Implications of Teacher Performance to Improvement the Quality of Education in The Elementary School Ozzf Surabaya

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## Abstract

Focuses of this research is quality education at elementary school in Surabaya City. Influence teacher's income (salary, subsidies and honorarium) for teacher's performance to quality education at elementary school in Surabaya City. Or in other words, the influence of teacher's salary to teacher's performance, subsidies to teacher's performance, honorarium to teacher's performance and teacher's salary to education quality, subsidy to education quality, honorarium to education quality. Also the influence of teacher's performance to quality education. The population are the teacher of elementary school in Surabaya City, the which have totally of 945 school and 12.492 teacher's. Research sample about 372 teacher's by using stratified cluster sampling technique. Technical analysis of data use SEM (Structural Equation Modelling) with the program AMOS (Analysis of Moment Structure) Version 4.01. Applying structural equation modelling analysis, the research findings that the intensive as follow. First, salaries conducted by the government's salary and Institution's salary influenced to teacher's performance and also influenced to quality education at elementary school. Second, subsidies conducted by the government in the forms of subsidies from center government, subsidies of regional subsidies from government and school committees are influenced to teacher's performance and also influenced to education quality. Third, teacher's honorarium with indicator activates incidental, extracurricular activates and activates learn. Influence to teacher's performance but do not influence to education quality. Fourth, teacher's performance indicators with skill, attitude, knowledge and emotional intelligence influenced to education quality indicator value with quality and quantity of study. Based on the finding, that for grow-up of quality education at elementary school from 4 factors most need is teacher's performances grow up just for the teacher's performance need a teacher's salary.

**Key Words:** income, performance of teacher, education qualities

## Introduction

Economic development of the adult world is progressing rapidly, followed by a shift in economic power and changing maps coupled with increasingly complex problems and sharp competition. (Hendra, 2005: 11). The dynamics of economic development that demands seen competition is based on the mastery of science and technology so that the dynamics of economic development is placing the role of education in a significant position. Challenges of an increasingly sharp competition in the era of globalization requires increased quality and efficiency of the profession on a going basis, so that competitiveness can be more competitive profession. The era of globalization change the nature of the work of amateurs toward professionalization in all areas and aspects of life. Included in the global change is the teaching profession. In accordance with the changing demands of the global community, the task of teacher professionalism is also required (Education International, 1998: 112). Professional teachers rather than as a tool for cultural transmission but to transform the culture toward a culture that is dynamic and requires mastery of science and technology, high productivity and quality of work that can improve competitiveness.

Development of adequate investment education will be able to move the local economy with a large multiplier effect through school construction, procurement and maintenance of education infrastructure, as well as increasing teacher quality. Quality public, according to Daniel (2006) not only able to seize every available job opportunities through investment, but also able to create new jobs. So government policy that is not oriented to the quality of education, is will-advised and expensive. Moreover, the problem of education is a cross-sectoral issues, so there must be commitment from all parties, especially the educational policy makers to take a policy-oriented quality education quality. For quality improvement of education policy which is consistently higher if addressed, will produce graduates who are competent, who finally is able to produce competent citizens role in large numbers. This is a national asset that can drive economic activity and other activities that lead to the achievement of national goals of Indonesia.

Education programs to improve the quality of human resources becomes very important because many problems are found in government institutions, social institutions and various economic activities that its effectiveness depends on the quality of human resources, both in intellectual ability and moral integrity in his charge to the community. Human resource development programs need to consider new economic development that relies on economic growth with the use of computer equipment and other supporting technologies. So economic growth without development effort supported science and technology in the broadest sense, is not

going to help people empower themselves to face the world in an increasingly competitive. Human resources, according to Damanhuri (2004) is one of the key factors in economic reform. Create quality human resources and skills as well as highly competitive, the demands of economic development. Economic globalization is a process of economic and trade activity that brings together market forces increasingly integrated for efficiency and enhance competitiveness.

The low human development index impact on the competitiveness of the nation's decline in the ability of Indonesia comes from the quality of education in Indonesia is still low. The low quality of education Indonesian people affected by multiple components supporting the educational process, including quality teachers, learning tools such as textbooks, instructional media, learning resources and learning laboratory equipment that has not been adequate. The lack of educational support component is influenced by the lack of allocation of funds for education are sourced from the State Budget Expenditure (APBN) as well as donations of funds from public education (parents).

The teacher's role is very important in improving the quality of education in Indonesia so that Law Number 14 Year 2005 on Teachers and Lecturers Article 8 confirms that teachers are required to have academic qualifications, competency, certificates of educators, of sound mind and pchycis and have the ability to realize the goal of national education. To improve the quality of teachers, the Education Office in cooperation with the Surabaya City College will hold a refresher education (Continuing Education). In the implementation of the program, the quality of teachers classified into 3 levels, namely the category good, moderate and need help. According Sahudi (2006) program was implemented because the competence of teachers in Surabaya is not optimal. Likewise, Islamic schools in Surabaya, conditions are better than public schools. Even been described by Masruri (2006) condition is very pathetic. Where as the development of education in the city of Surabaya as a metropolitan city is so rapid, if insufficient teacher's ability to harm the students. Another program for improving the quality of teachers is to encourage further studies for teachers who have bachelor degree (S1) at a cost of Surabaya City Government Department of Education. This is to meet teacher certification as prescribed by the Government in order to improve the quality of teacher performance and improve their welfare in the form of income, because income in the form of a basic salary and various allowances for teachers, will have an impact on improving the quality of the learning process, which in turn is expected to improve the quality of education. From the description presented in the background of the above problems, put forward the formulation of the problem "What is the magnitude of income received by the teacher affects the productivity performance in improving the quality of education in Surabaya City Elementary School?." In the present study has the objectives to determine the amount of income received by teachers in improving productivity and creativity of the teacher's performance as an effort to improve the quality of education in primary school in Surabaya. This study theoretically expected benefits, expected to benefit the development of welfare economics, especially economic and human resources. Practical benefits, expected to be useful for policy makers in government circles, especially for academic development efforts to improve the quality of learning

### **Basic of Theory**

The starting point of discussion in this study based on the theory of the need for income. According Moenir (1987: 193) states that the income is often equated with the award, because it is considered to have the nature and meaning of equality. Nature does not discriminate in the provision of both, is not limited by time, while the meaning is equally a gift, but when examined in depth in fact different, especially in the intent of administration. Sagit (1987: 97) suggests that the Awards, recognition or recognition of an achievement that has been achieved by a person will be a driving force or motivator. While the award is intended to reward and recognize the achievements of the service or person in performing assigned tasks, while intensive are given to a person not because of service or achievement, but has a tendency for the employee to perform or meritorious better than ever do but it only award given to employees who have performance while incentives given to all employees whether or not outstanding achievement, the award is basically divided into two awards namely physical and non physical rewards, both income and rewards aims to improve employee satisfaction in this regard the teacher.

Employee performance (Job Performance) included a number of other results that are not a manifestation of the work done by employees or the organization that is usually used as the basis for an assessment of the work or labor organization. Darma (1985:1) defines performance as "something that is done or the products/services produced or provided by someone to a group of people". Rao (in Mulyana, 1986:32) also argued that the performance is the result of ability and effort. Further noted is the relationship of performance with the ability of business, that "a very capable may only require very little effort to achieve higher performance, while others with low ability may have to try hard to produce an average output level even". Mean while, according to As'ad (1995:45) cites the opinion of Lawyer and Porter (1995:158) is succesfull role achievement obtained one of his needs. Performance is the behavior displayed by individuals or groups, which according to Siagian (1995:136) that "in terms of behavioral, personality often manifest it self in various forms of attitudes, ways of thinking and acting sertta various things that affect human personality organizational reflected in their behavior, which in turn

will affect the performance".

In reaching something someone usually motivated by the performance. Motivation is an important element that should be owned by everyone. There are three elements of motivation that is the driving motivation is a function of performance. Performance is one's own capacity to perform or complete a job. Business is the time, energy, movement issued a person to achieve his motivation. While the motivation is the hope, desire, impulse, urge to achieve something. Motivation is defined as an attitude (accept/reject) related to interest, ability, skill, or strength. In connection with someone, then the motivation is intended as an ability, skill, or strength of a person to perform a task that becomes their responsibility.

The ability of a person is basically a result of the learning process, which covers aspects of knowledge, attitude and skills (Nadler, 1982; and Thonhowi, 1991) or cognitive, attitude and psychomotor (Gagne, et al, 1992). Likewise with Krathwohl, et al (1964); Grounlund (1977) which states that the results of learning which includes three domains, namely: (a) cognitive, (b) affective, and (c) psychomotor, which is often also called with the taxonomy of education objectives. Capability which includes three aspects will affect the performance of someone who in turn will affect the organization's success rate in this case the quality of education.

Other considerations that underlie a person's performance as a function of the interaction between ability and income compensation which is the result of his work and that motivation,  $\text{performance} = f(A, M)$ . If there is not adequate, the performance will be affected negatively. This helps explain, for example, athletes or students who work hard with the simple ability to consistently outperform its competitors are talented but lazy. So as we often note the intelligence and skill (which is grouped under the label of 'ability') must be considered in addition to motivation if it will explain and accurately predict a person's performance. (Robbins, 2001:187)

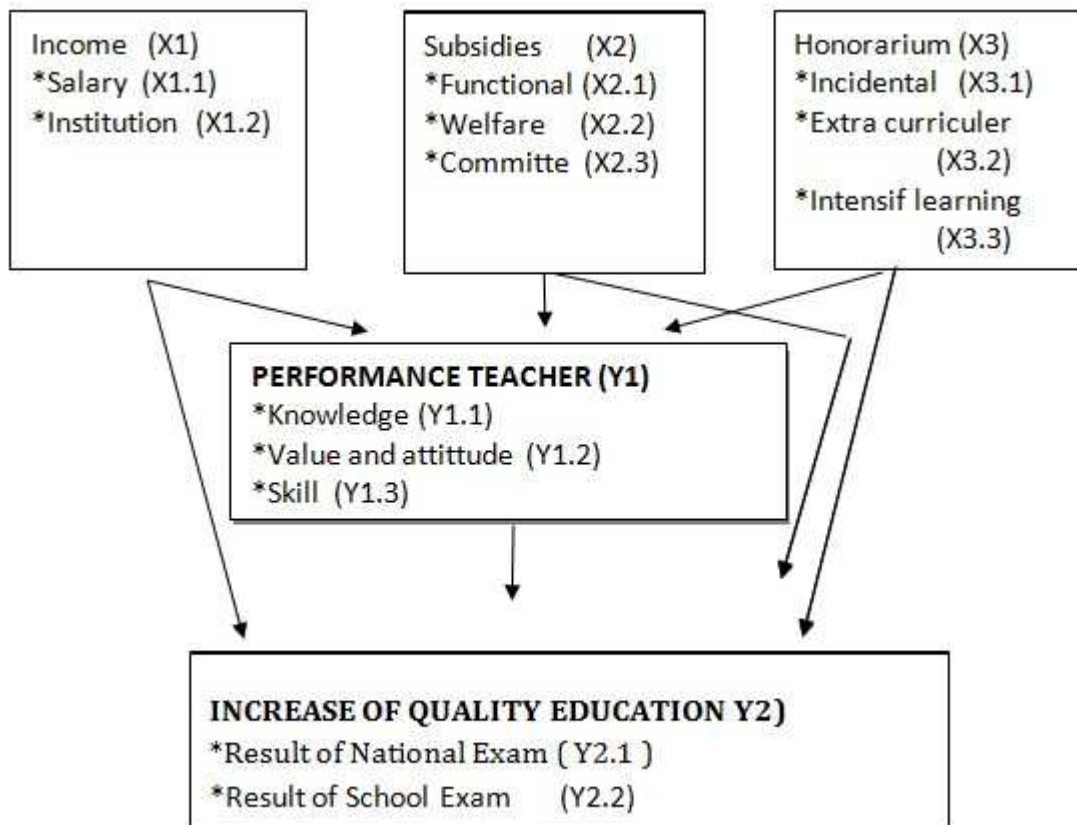
Robbins (2001:42) in his explanation of the fundamentals of individual behavior, describes the basics of these behaviors into 4 (four) variables: Biographical characteristics, Ability, Personality, and learning that can be considered its impact on a person's performance. In general, as well as about the capabilities that exist in human beings is also one of the foundations of individual behavior in a person. All people are naturally going to have strengths and weaknesses are not the same, because not all created equally. The ability of an individual is defined by Robbins (2001:46) as the capacity of an individual to perform various tasks in a job. Overall ability of an individual is essentially composed of 2 (two) devices factors: intellectual abilities and physical abilities.

According to McClelland (1961) there is a positive relationship between a person's motivation and performance. This means that every worker who has a high work motivation will result in a high performance as well. Similarly, the income have a positive connection to one's motivation. In return for adequate incomes will cause sufficient motivation to work anyway. Techniques to motivate the teacher's performance according to Mangkunegara (2005: 76), among others: (1) engineering needs, (2) persuasive communication techniques. Meeting the needs of teachers is a fundamental foundation for the work behavior. Management may not be able to motivate teachers without adequate needs. According to Maslow (1995) hierarchy of needs of teachers include: physiological needs, safety needs, social needs, esteem needs and self-actualization needs. Efforts are made to shape the development, improvement of work systems, compensation and so that finally the assessment of success. Success is defined as the result of someone who is accomplished with the capabilities and act in certain situations. So success is the result of linkage between effort, ability, and achievement tasks (Byars, 1997:311). The success of the organization is a set of achievements provided by all related activities. The success is one measure of actual behavior in the workplace that are dimensional, where the dimensions of success include: (1) the quality of output, (2) the quantity of output, (3) hours of work; and (4) cooperation with colleagues (Johnson, 1991:19).

### **Conceptual Framework and Research Hypotheses**

This study tried to uncover the role of income of teachers in encouraging an increase in productivity performance in the hope of improving the quality of education in elementary schools in Surabaya. Framework that has been designed in this article research are as follows:

Figure: Conceptual Research



### Hypothesis

Based on the background and the basic theoretical framework in this research hypothesis can be formulated hypothesis as follows:

#### 1. First Hypothesis

Increasing the amount of income received by teachers such as: salaries, subsidies, honorarium and other income, will bring significant influence to the improvement of teacher performance, among others, the skills, attitudes, knowledge and emotional maturity. Improved performance of teachers was based on motivation and morale improved in performing the duties his profession as an elementary school teacher.

#### 2. Second Hypothesis

Performance of teachers in planning the learning process, learning activities, carry out and implement extracurricular guidance intensive tutoring in an elementary school which is based on motivation and morale increased influence on improving the quality of education in elementary schools, such as: quality value, time and quantity of learning tasks .

#### 3. Third Hypothesis

Increasing the amount of income received by teachers such as: salaries, subsidies, honorarium and other income, will bring a significant effect on improving the quality of education in elementary schools which include: quality value, time and quantity of learning tasks.

### Research methodology

#### Draft Research

In general, this study aims to describe and analisis the influence of income and their implications for teacher performance in improving the quality of education in Surabaya City Elementary School is an attempt to discover, develop and test the truth of the influence of income received by teachers to the productivity performance in an effort to improve the quality of education in schools basis. In accordance with its objectives, the study was designed as an explanatory research model, namely to explain how the role of income performance of teachers in encouraging motivation to improve productivity performance, so as to improve the quality of education in elementary schools.

#### Scope of Research Restrictions

The study was limited to the role of income magnitude received by teachers in improving the productivity performance as a teacher in an effort to improve the quality of education in elementary schools in Surabaya. Income received by elementary school teachers as compensation for productivity

In this study, an increase in teachers' welfare through increased income teachers realized in the form of increased teacher salaries, subsidies, and the honorarium received by teachers in an activity. While the productivity performance of teachers includes lesson planning capability, the ability to implement the learning and skills intensive learning guide as well as the ability to guide school extracurricular activities. Improved quality of education embodied in the criteria for increasing the value of National Examination and School Examination.

## Population and Sample

### Population Research

The population in this study were all elementary school teachers who served in the city of Surabaya, both Elementary School and Private Elementary School which amounted to 9608 teachers scattered at 491 and 354 State Elementary Schools and Privat Elemetary Schools.

### Sample of Research

Determination of the sample in this study using clustering techniques (cluster sampling) based on the area, the population of elementary school teachers were divided according to sub-districts in Surabaya. Each cluster is determined six respondents consisting of three respondents teacher of grade 6 and 6 Elementary School sixth grade teacher respondents Private Elementary School. Thus each of these clusters will be taken six district elementary school teacher as a sample that will represent the population of the district, so the overall sample size of  $31 \times 6 \times 2 = 372$  samples.

### Data Analysis

Selection of the appropriate type of data analysis is an important factor in answering the research problem. To consider the issue after the proposed goals and hepotesis and data are available, then in this study used two kinds of analysis, namely: 1). Descriptive analysis, and 2). Multivariate regression model analysis with SEM (Structural Equation Modelling).

## Results And Discussion

### Description of Research Variables

#### Salaries

Table 1: Frequency Distribution of Respondents Salaries Levels

Number	Salary (Average IDR of month)	Criteria	Frequency		
			F	%	% cumulative
1	< 500.000	Very Bad	16	4	4
2	500.000-1.000.000	Poor	86	23	27
3	1.000.000-1.500.000	Quite	128	32	59
4	1.500.000-2.000.000	Good	78	21	80
5	>2.000.000	Very good	74	20	100
		N:	372	100	

Source: Results of Data Processing

Based on the indicators salary, it appears that in some essential relation to: (1) responsibility, (2) uniformity, (3) the spirit of the group, (4) awards, (5) standard and (6) the clarity of the organization. This suggests that given the high salaries categorized will have an impact on teachers who work in a good environment and are shown in the influence on their work motivation and behavior. With a good working climate will support the achievement of good work it will have an impact on the achievement of high performance companies.



### Subsidies

Table 2: Frequency Distribution of Respondents Subsidies Levels

Num Ber	Subsidies (Average IDR of Month)	Criteria	Frekeunsi		
			F	%	% cumulative
1	< 500.000	Very Poor	20	5	5
2	500.000-1.000.000	Poor	104	28	33
3	1.000.000-1.500.000	Midle	120	32	66
4	1.500.000-2.000.000	Good	92	25	90
5	>2.000.000	Very good	36	10	100
		N:	372	100	

Source: Results of Data Processing

Based on the indicators studies, it appears that in some essential relation to: (1) the proper working equipment, (2) the proper working of materials, (3) supply the proper working of materials., (4) working conditions that support , (5) co-workers who support, (6) rules and procedures that support for the work, (7) the adequacy of information for decision mengabil associated with the work and (8) the proper time to do a good job. This suggests that given the benefits with a high category will affect the completion of tasks well too. With the good work it will have an impact on the achievement of high performance companies.

### Honorarium

Table 3: Frequency Distribution of Respondents Honorarium Levels

Num Ber	Subsidies (Average of month/IDR)	Criteria	Frekeunsi		
			F	%	% cumulative
1	< 200.000	Very Poor	32	9	9
2	200.000-300.000	Poor	108	29	38
3	300.000-400.000	Midle	120	32	70
4	400.000-500.000	Good	96	26	96
5	>5000.000	Very good	16	4	100
		N:	372	100	

Source: Results of Data Processing

Based on the indicators studied, it appears that in some essential relation to: (1) the proper working equipment, (2) the proper working of materials, (3) supply the proper working of materials., (4) working conditions that support , (5) co-workers who support, (6) rules and procedures that support for the work, (7) the adequacy of information for decision mengabil associated with the work and (8) the proper time to do a good job. This suggests that given the benefits with a high category will affect the completion of tasks well too. With the good work it will have an impact on the achievement of corporate performance tingg

### Teacher Performance

Table 4: Frequency Distribution of Respondents Performance Levels

Num Ber	Performance Of Teacher	Criteria	Frekeunsi		
			f	%	% cumulative
1	67-71	Very Poor	22	6	6
2	72-76	Poor	66	18	24
3	77-81	Midle	168	45	69
4	82-86	Good	82	22	91
5	87-91	Very good	34	9	100
		N:	372	100	

Source: Results of Treatment

Based on the indicators studied, it appears that in some essential relation to: (1) Innovation and risk taking, (2) attention to the details, (3) results orientation, (4) the orientation of people, (5) team orientation, (6) aggressiveness, (7) stability, (8) habit, (9) norms of behavior, and (10) look different. This suggests that the presence of high Uncategorized kinerjayang will have an impact on work culture is good too. With a good working culture will support the achievement of good work it will have an impact on the achievement of high performance companies.

## Quality of Education

Table 5: Frequency Distribution of Quality Education

Num Ber	Quality of Education (Value average)	Criteria	Frekuensi		
			f	%	% cumulative
1	40-49	Very Poor	10	3	3
2	50-59	Poor	74	20	23
3	60-69	Midle	128	34	57
4	70-79	Good	122	33	90
5	80-100	Very good	38	10	100
N:			372	100	

Source: Results of Treatment

Based on the indicators studied, it appears that in some essential relation to: (1) the physical and intellectual abilities, (2) mastery of knowledge and work skills that are owned, (3) mental and emotional readiness, (4) attitude in self-development, (5) the willingness and readiness himself to be trained and (6) conform to the job duties. This shows that the number of teachers who have the ability to work with the high category will affect the completion of tasks well too. With the good work it will have an impact on the achievement of high performance

## The results of SEM Testing

Table 6: The Effect of Income which includes Salary, Subsidies and Honorarium.

Num ber	Variable	Co-effi -cient Line	S.E	C.R of Term  >1.96	Probability of Term <0.05	Specification
1	Performance-Salary	2.25	0.258	2.716	0.006	Significant
2	Performance-Subsidi	1.29	0.08	2.523	0.012	Significant
3	Performance- Honor	0.66	0.505	1.96	0.05	Significant
4	Quality-Subsidies	0.82	0.405	1.96	0.05	Significant
5	Quality-Salary	2.58	0.58	2.831	0.005	Significant
6	Quality-Honorarium	0.57	1.341	1.043	0.297	Non-Significant
7	Quality-Performance	4.02	1.346	1.967	0.049	Significant

Source: Results of Data Processing

Judging from the above data, the value of CR and the probability of significant at the level can be found that the influence of income which includes salary, subsidies and honorarium of Teacher Performance and Quality of Education in elementary Schools Surabaya, as follows:

1. Salaries of teachers has a positive effect on the performance of teachers, it means that hypothesis is accepted.
2. Subsidies teachers positively effected the performance of teachers, it means that hypothesis is accepted
3. Honorarium of teachers has a positive effect on the performance of teachers, it means that hypothesis is accepted
4. Allowances of teachers positively effected the quality of education in an elementary school in Surabaya, meaning hypothesis is accepted
5. Salaries of teachers positively affected the quality of education in an elementary school in Surabaya, means the hypothesis is accepted.
6. Honorarium of teachers had no effect on the quality of education in an elementary school in Surabaya, it means that the hypothesis is rejected.
7. Teacher performance positively effected the quality of education in Surabaya City Elementary School is the hypothesis accepted.
8. The most dominant variables influence the performance of teachers is salary, while the most dominant influence the quality of teacher education is performance of teacher.

## Analysis of Research Results

This section will discuss the research findings are explained in the previous section. The discussion is done based on empirical and theoretical findings and previous research relevant to the research conducted. This discussion is intended to explain the appropriateness and relevance of each variable and the dependent variable independenn testing using AMOS 4 program through the analysis of SEM (Structural Equation Modelling), the test results of both models through test overalls and test measurements can be drawn that the multilevel model can explain the phenomenon of the quality of education in an elementary school in Surabaya in several important

aspects.

The results of this study to answer that excellent multilevel model to explain the model of teacher incentives in an effort to improve the quality of education in an elementary school in Surabaya or accept the hypothesis. The discussion is intended to explain the appropriateness and relevance of each dependent variable and independent variables. From the tests using the program AMOS 4.0 via the analysis of SEM (Structural Equation Modelling), test results of both models through the overall test and measurement test can be drawn that the multilevel model can explain the phenomenon of quality of education at the elementary school in Surabaya. The results of this study gives an answer that is very good multilevel model to explain the income model of teachers in an effort to improve the quality of education at the elementary school in Surabaya, or accept the hypothesis.

By analyzing the effect of income which includes salary, subsidies and honorarium to Teacher Performance and Quality of Education in elementary Schools Surabaya is expected to have an understanding that the income received by teachers from the government or foundations will effect the performance of teachers can effect the quality of education Elementary School in Surabaya. In the current study found a model that links the five variables proposed in the conceptual model. The five variables include: Salaries, subsidies, Honorarium, Teacher Performance and Quality of Education. Indicators of the five variables identified, the researchers eliminated one indicator because it does not qualify loading factor, an indicator of educational quality variable is the value of the school exams.

So the indicators are still capable of being used as a measure of the variable is follows:

1. Variable salary is measured through indicators; Government Salaries, Institution schools. Both indicators are jointly able to explain the variables and of both indicators are best able to explain the variable is a government salary.
2. Variable subsidies of teachers. All three indicators are jointly able to explain the variable and of these three indicators were the most able to explain the variable is government benefits and allowances functional professionals.
3. Variables measured through indicators honorarium teachers: extra-curricular activities and incidental activities. Teacher performance variables measured through indicators: knowledge, attitudes and skills of teachers.
4. The variable quality of education is measured through indicators: The quality and quantity of learning value. Both indicators are jointly able to explain the variables and of both indicators are best able to explain the value of variable quality and quantity of learning.

An explanation of the influence between the variables that influence income includes salaries, subsidies and honorarium of teachers on the performance of teachers and quality education in Surabaya Elementary School are as follows:

#### **Effect of income on the performance of teachers**

From the results of descriptive analysis found elementary school teachers in the city of Surabaya, on the performance criteria generally have a high (72%). The high performance of teachers is supported by the income which includes salary, allowances and honoraria as attributes. Can be concluded that the test results with the analysis of SEM (Structural Equation Modeling) program AMOS 4.0 shows that income is jointly positive effect on teacher performance. With these findings, it means that the higher the educational level of teachers will be higher a person's life needs. Because motivation is related to the need, means higher levels of education will be higher the motivation to improve their performance.

#### **Effect of income on education quality**

From the results of descriptive analysis found that the quality of education in primary schools in Surabaya express the quality of education in the high category while the remaining low to the indicators of quality value and quantity of learning. From the results of SEM analysis of indicators that can explain the variable quality of education are: the value of the national exams and the final school exams. So the test results with the analysis of SEM (Structural Equation Modelling) via the AMOS 4.0 program showed that not all indicators of income affects the quality of education in primary schools in Surabaya.

#### **Effect of Teacher Performance To Quality of education**

From the results of descriptive analysis found that the quality of education in elementary schools in Surabaya (70%) said the quality of education in the high category while the remaining low with an indicator of the value of quality and quantity of learning. From the results of SEM analysis of indicators that can explain the variable quality of education is the quality value and quantity of learning.

#### **Conclusion**

Based on the results of research and discussion that has been done above, can be summed up as follows:

1. Income which includes teacher salaries, subsidies and honorarium of teachers have positive influence on the performance of teachers.



2. Income which includes salary, subsidies and honorarium of teachers positively effect to the quality of education. But not all income factors affect the quality of education in elementary schools in Surabaya. Only two of the income of factors that influence the quality of education that teachers' salaries and subsidies while the honorarium does not effect the quality of education.
3. Performance of teachers has a positive effect on the quality of education (quality and quantity of learning values). Performance of teachers has an important role in influencing the quality of education in elementary schools in Surabaya.
4. The most dominant factor effecting the performance of the income of teachers is teacher salary.
5. The dominant factor in influencing the quality of education in primary schools is teacher performance.
6. Income (salaries, subsidies and honorarium) received a positive effect on the quality of teacher education in elementary schools.

### Suggestions

Some suggestions give forward in this research, among others:

1. Attempt should be made a system of income that can meet the basic needs of teachers. System of income to the elementary school teachers should be able to meet their basic needs so as not to reduce the concentration of teacher performance.
2. Honorarium incidental, should adjust to the energy and thoughts are issued so that the teacher encourages a more effective teacher performance to improve the quality of education.
3. Or should the Government and the education foundation is always working to improve teacher performance in order to improve the quality of education.
4. Teachers salaries need to be purposed to meet their basic needs so that teachers can concentrate on performance.

### Acknowledgement

The research is financed by: BERMUTU (Better Education Through Reformed and Management Universal Teacher Upgrading) Ministry Education and Culture of Republic Indonesia.

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