



BAPPENAS

Kementerian Perencanaan Pembangunan Nasional/
Badan Perencanaan Pembangunan Nasional

e-klipping

*Kumpulan Berita Harian Media Online
(ePaper)*

SUBJEK

SOSIAL BUDAYA DAN KEBERAGAMAN

Rabu, 11 September 2024

BIRO HUMAS, KEARSIPAN DAN TATA USAHA PIMPINAN
Perpustakaan
2024

Daftar Isi

1. KUALITAS PENDIDIKAN TERANCAM KIAN LOYO – *Media Online Media Indonesia*
2. BALANCING WORKPLACE FLEXIBILITY AND STABILITY FOR GENERATION Z – *Media Online The Jakarta Post*

Kualitas Pendidikan Terancam Loyo

Pihak berkepentingan didorong untuk mengajukan gugatan atas realisasi anggaran pendidikan dalam APBN 2021-2023 yang terus meleset.

DEVI HARAHAP
devi@mediaindonesia.com

PEMERINTAH disebut kesulitan memenuhi kewajiban mengucurkan anggaran pendidikan sebesar 20% anggaran pendapatan dan belanja negara (APBN). Kini, dengan akan dialihkannya patokan pemenuhan, dari pendapatan menjadi belanja negara, anggaran pendidikan bisa menurun.

Peneliti Center of Reform on Economics (CORE) Muhammad Andri Perdana memperkirakan nilai anggaran pendidikan yang terbilang sudah rendah akan mengalami penurunan yang cukup signifikan sekitar Rp120 triliun-Rp125 triliun.

"Secara nalar, anggaran yang lebih kecil akan berpotensi menghasilkan *output* yang lebih rendah dan belum tentu meningkat karena kenaikan biaya. Itu baru sisi *output*," ujar Andri pada diskusi bertajuk Fiskal Anggaran Pendidikan yang diselenggarakan Bright Institute, kemarin.

Andri mengatakan kualitas pendidikan saat ini pun masih bermasalah. Indeks pembangunan manusia Indonesia masih di bawah rata-rata global, sekolah-sekolah kekurangan fasilitas pembelajaran, dan kesejahteraan tenaga pengajar belum merata. Banyak guru honorer tidak memperoleh hak gaji dan insentif yang memadai.

Ketimbang mengutak-atik basis alokasi anggaran pendidikan, pemerintah diminta Andri lebih kreatif dalam mencari ruang fiskal.

Sebelumnya, pada Rabu (4/9), Menteri Keuangan (Menkeu) Sri Mulyani mengusulkan kewajiban alokasi anggaran pendidikan sebesar 20% diubah menjadi berbasis pendapatan APBN, bukan lagi belanja. Usul itu disampaikan dalam rapat kerja dengan Badan Anggaran DPR RI.

"Kami sudah membahasnya di Kementerian Keuangan. Ini caranya mengelola APBN tetap *comply* atau patuh dengan konstitusi, dengan 20% setiap pendapatan kita harusnya untuk pendidikan. Kalau 20% dari belanja, dalam belanja itu banyak ketidakpastian. Itu anggaran pendidikan jadi kocak, naik turun *gitu*," beber Menkeu.

Anggaran pendidikan dalam poster sementara Rancangan APBN 2025

Usul Menteri Keuangan Sri Mulyani Terkait Alokasi Anggaran Pendidikan 2025

- Alokasi anggaran pendidikan yang selama ini sebesar 20% dari belanja negara (APBN) diubah menjadi 20% dari pendapatan negara.
- Perubahan itu diperlukan karena belanja negara sering kali fluktuatif dan dipengaruhi faktor-faktor eksternal seperti nilai tukar rupiah dan harga minyak dunia.
- Dengan mengacu pada pendapatan negara, alokasi anggaran pendidikan diharapkan menjadi lebih stabil dan terprediksi.

Alokasi dan Realisasi Anggaran Pendidikan (Rp triliun)	2019	2020	2021	2022	2023	2024	Alokasi	Realisasi	Persentase (%)
	492,45	508,84	550	621,28	645,25	665,1	460,35	473,66	93,48
							479,58	480,26	93,09
							513,39	513,39	87,20
							581,3	581,3	77,30
									82,24
									80*

*Perkiraan

Sumber: Kemenkeu/LKPP/Litbang MI

dialokasikan sebesar Rp722 triliun. Bila basis pengalokasian diubah menjadi berdasarkan pendapatan negara yang sebesar Rp3.005,1 triliun, anggaran pendidikan turun menjadi sekitar Rp601 triliun.

Selama beberapa tahun belakangan, realisasi anggaran pendidikan selalu meleset. Ekonom senior Bright Institute, Awalil Rizky, menilai pemerintah cukup kesulitan memenuhi 20% APBN sesuai dengan mandat konstitusi.

"Jika realisasi tersebut dihitung dari total belanja, rasionya 18,25% pada 2020, 17,21% di 2021, 15,51% 2022, dan 16,45% di 2023," kata Awali.

Bright Institute, kata Awali, menyarankan pihak berkepentingan melakukan gugatan atas realisasi anggaran pendidikan dalam APBN 2021-2023 yang terus meleset.

Ubah konstitusi

Awali menambahkan, usul Menkeu mungkin memerlukan perubahan konstitusi. Pasal 31 ayat 4 UUD 1945 menyatakan negara memprioritaskan anggaran pendidikan sekurang-kurangnya 20% dari APBN dan APBD. Meski demikian, ia menilai revisi UUD demi mengubah acuan ketentuan belanja wajib pendidikan bukan solusi yang tepat.

"Sebenarnya masalah utama kita adalah pada kualitas belanja, termasuk untuk pendidikan. Jadi, yang perlu segera diperbaiki itu efisiensi dan efektivitasnya," tandas Awali.

Pada kesempatan berbeda, Koordinator Nasional Perhimpunan Pendidikan dan Guru (P2G) Satriwan Salim menyatakan kualitas pendidikan nasional masih dan sedang membutuhkan keberpihakan anggaran. "Tetapi mengapa malah ingin mengurangi anggaran?" cetusnya. (Ant/X-10)

Dampak Perubahan Patokan Anggaran Pendidikan

- Jika pendapatan negara lebih rendah daripada belanja, alokasi anggaran pendidikan dapat turun.
- Alokasi anggaran lebih stabil dan terprediksi karena pendapatan negara cenderung lebih konsisten.
- Dengan anggaran yang terbatas, pemerintah diharapkan lebih fokus pada efisiensi penggunaan dana.
- Program-program yang sangat bergantung pada anggaran besar akan terkena dampak.

Balancing workplace flexibility and stability for Generation Z

Generation Z, born between 1997 and 2012, is entering the workforce with distinct priorities and expectations. As this younger generation becomes a significant part of the workforce, companies must find ways to balance their desire for flexibility with the need for long-term stability.

According to 2024 reports by *Forbes* and *Fortune*, companies can implement several strategies to attract and retain Gen Z talent.

Flexibility in work arrangements is of significant importance to Gen Z, who value adaptable work hours and locations. Companies should offer options like remote work, hybrid models and adjustable schedules. This approach helps them manage their work-life balance while contributing effectively to the organization.

Prioritizing mental health and well-being is also essential for engaging Gen Z workers. Providing wellness programs, mental health resources and fostering a healthy work-life balance can reduce burnout and turnover.

Regular feedback, recognition and growth opportunities further enhance job satisfaction, making it easier for companies to retain young talent.

In addition, Gen Z expects their workplace to reflect the diversity they encounter in their daily lives. Implementing inclusive practices, creating a sense of belonging and offering opportunities to engage in meaningful work are vital steps in attracting this generation. Encouraging cross-functional projects and internal mobility allows Gen Z to explore different roles and find purpose in their work, which is crucial for their job satisfaction.

Though Gen Z is open to job changes, companies can encour-



By Elman Mustafa El Bakri

Kuala Lumpur

CEO and founder of HESA Healthcare Recruitment Agency and a member of the Industrial Advisory Panel in the Department of Biomedical Engineering at Universiti Malaya. The views expressed are personal.

age stability by investing in their employees' long-term growth. Providing continuous skills development, training and mentorship helps build confidence and expertise, which fosters loyalty and commitment to the organization. This investment not only supports individual growth but also contributes to overall workforce stability.

As Gen Z traverses the shifting world of work, new measures of career success that align with their unique values and expectations are emerging. Maintaining a balance between work and personal life is highly valued by Gen Z, who seeks roles that support personal well-being while meeting professional responsibilities. This balance is seen as essential for job satisfaction and overall happiness.

According to a 2022 report by *The Washington Post*, career success for this generation is also closely tied to job satisfaction and engaging in work that feels meaningful. Many Gen Zers believe that doing work that matters is crucial to their sense of achievement and overall fulfillment. Feeling valued and appreciated in their roles is equally important, as recognition for their contributions significantly influences their job satisfaction and loyalty to an employer.

Moreover, continuous learning and professional development are critical motivators for Gen Zers. They favor employ-

ment models that offer both stability and flexibility is essential for aligning with Gen Z's expectations. One approach is to allow employees to engage in side projects or take periodic sabbaticals without leaving the company, which can help retain talent by providing a balance between personal interests and professional commitments.

Additionally, companies could implement flexible career paths that enable employees to transition between different roles or departments within the organization, depending on their evolving interests or life stages. For example, a full-stack developer who has gained an interest in marketing could be offered a rotational program that allows them to explore that field without sacrificing their job security.

Another idea is to introduce "flexible contract terms", where employees can negotiate short-term contracts with an option to renew based on their changing life circumstances. Companies might also consider offering work-sharing arrangements, where two employees can share the responsibilities of one full-time role, allowing both to enjoy reduced hours while maintaining career progression. These strategies not only support the diverse needs of the workforce but also promote long-term engagement and loyalty.

In conclusion, by embracing flexibility and promoting their overall well-being, companies can create an environment that aligns with Gen Z's expectations while maintaining a stable and engaged workforce. Adapting to the needs of this generation is not just important, but essential for attracting top talent and ensuring long-term success.

ment models that offer both stability and flexibility is essential for aligning with Gen Z's expectations. One approach is to allow employees to engage in side projects or take periodic sabbaticals without leaving the company, which can help retain talent by providing a balance between personal interests and professional commitments.

Developing hybrid employ-