

ABSTRAK

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Program Studi : Administrasi Negara Bidang Minat/Konsentrasi Administrasi dan Manajemen Kepegawaian pada Program Studi Ilmu Administrasi Negara Pendidikan Ilmu Kepegawaian
Judul : **Tinjauan atas Kelayakan Gaji Pegawai Negeri Sipil di Indonesia Berdasarkan Standar Kebutuhan Hidup Layak**

Karya tulis ini membahas kelayakan gaji PNS di Indonesia ditinjau berdasarkan standar Kebutuhan Hidup Layak. Penulisan ini merupakan penelitian deskriptif dengan pendekatan kualitatif. Penelitian dilakukan berdasarkan hasil wawancara, studi peraturan perundang-undangan, serta data Kebutuhan Hidup Layak dan inflasi. Berdasarkan peraturan penggajian yang ada, komponen gaji yang umumnya diterima oleh seluruh PNS di Indonesia secara rutin terdiri dari gaji pokok, tunjangan beras, tunjangan keluarga, dan tunjangan jabatan. Hasil penelitian menunjukkan bahwa terdapat PNS dengan golongan ruang, masa kerja, dan di daerah tertentu yang menerima gaji dengan komponen tersebut yang jumlahnya di bawah standar Kebutuhan Hidup Layak yang berlaku.

Kata kunci:

Gaji PNS, Kelayakan, Kebutuhan Hidup layak

ABSTRACT

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Title : Review of the Eligibility of Civil Servant Salaries in Indonesia based on the Decent Standard of Living Needs

The paper discusses the eligibility of civil servant salaries in Indonesia based on the decent standard of Living Needs. This research is a descriptive study with a qualitative approach. The research was conducted based on the results of interviews, study of regulations, and data on Living Needs standard and inflation. Based on existing payroll, The components of the salary, which are generally received by all civil servants in Indonesia routinely consist of basic salary, food allowance, family allowance, and job allowance. The results showed that there were civil servants with class, years of service, and in certain areas who received salaries with these components below the decent standards of Living Needs applied.

Key words:

Civil Servant Salary, Eligibility, Decent Standard of Living Needs