

## EVALUATION OF THE IMPLEMENTATION OF PSAK 24 REVISION 2015 REGARDING EMPLOYMENT BENEFITS ESPECIALLY POST-EMPLOYMENT AT PT BA BANGUNAN

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### ABSTRACT

*Employee benefits are obligations of every company that has a major influence on the company from an external perspective such as stakeholders in this case the company owner or creditors and internal such as workers who will have a direct impact on the company's performance. Due to its great influence on the company, it is deemed necessary for the purpose of this study to properly disclose in accordance with generally accepted financial accounting standards. This study uses a qualitative descriptive research method. The results of the research at PT BANGUNAN Pondok Cabe, South Tangerang, it can be concluded that the employee benefits at PT BA BANGUNAN can be categorized into three categories based on PSAK 24, namely short-term employee benefits, post-employment benefits, and severance pay. PSAK 24. Company management should remain consistent in the application of PSAK 24 so that information on employee benefits reporting remains reliable.*

**Keywords:** PSAK 24, Work Benefits, Severance Pay

### I. INTRODUCTION

Indonesia is currently still a developing country, in a society that is always developing, humans always have an important position even though they are or are on the way to a work-oriented society. However, one thing that needs to be known is that the determining factor for a company/organization is the role of human resources. To meet human needs, human intervention is also needed as labor in a company to complete the production process and administrative process. The position of the workforce is not merely a supporting factor but plays an important role in managing companies that are regulated in HR management. For this reason, in balancing the services provided by employees, the company provides financial payments which are commonly called "employment benefits" with terms that have been agreed upon by both parties.

Accounting standards are general guidelines for preparing financial statements which are official statements on certain accounting issues issued by authorized bodies and applicable in certain environments. Accounting standards are the basis for presenting information on the financial statements of a business activity. One of the accounting standards in Indonesia is the Financial Accounting Standards (SAK).

Employee benefits expense is a part of the company's expenses that must be recognized in the statement of comprehensive income. The cost of employee benefits both short-term and long-term monthly as a consequence of the services provided by employees to the company. Provision is made because the financial statements are prepared on an accrual basis and the amount of employee benefits is usually material. This provision is made so that the financial statements provide relevant information for decision makers.

In its financial analysis comprehensive income attempts to measure the sum total of all operating and financial events that have changed the value of the owner's interest in the business. It is measured on a per-share basis to capture dilution and choice effects. It cancels out the effects of equity transactions to which the owner will be indifferent; dividend payment, share buy back and share issuance at market value.

Lisa (2015) PT. Hasjrat Abadi discloses the total amount of employee benefits in the Cost Realization Report in the Cost of Salaries and Benefits section which will then be included as part of the company's Actual Profit and Loss Report.

The focus of the research is the concentration on the objectives of the research conducted. The focus of this research is to evaluate how the implementation of PSAK 24 revised 2015 regarding employee benefits, especially post-employment benefits at PT BA Bangunan located in the Pondok Cabe area?

## II. LITERATURE REVIEW

### Accountancy

Accounting Principal Board (APB) Statement No. 4 quoted in Harahap (2012) defines accounting as follows: "Accounting is a service activity". Its function is to provide quantitative information, generally in terms of money, about an economic entity that is intended to be used in making economic decisions as choosing among several alternatives.

### Employee Benefits

Employee benefits are all forms of compensation given by an entity in exchange for services rendered by employees or for termination of employment contracts (PSAK 24, 2015:8). Rewards or compensation are important factors that influence how and why people work for one organization and not for another. The compensation program in the organization must have four objectives, namely: 1. Fulfillment of the legal side, with all appropriate regulations and laws 2. Cost effectiveness for the organization 3. Individual, internal, external balance for all employees 4. Increasing the success of organizational performance.

### PSAK 24 Revised 2015

In 2015, PSAK 24 revised paragraphs 93 and 94. Prior to the revision, PSAK 24 paragraph 93 reads as follows:

Contributions from employees or third parties specified in the formal terms of the plan either reduce the cost of services (if they are service-related), or reduce the remeasurement of the net defined benefit liability (asset) (for example if contributions are required to reduce the deficit arising from a loss of plan assets or actuarial loss). Contributions from employees or third parties in respect of service attributable to the period of service as negative benefits in accordance with paragraph 70 (ie the net benefits are attributable in accordance with that paragraph).

### Employee Benefits Accounting

Short-term employee benefits are employee benefits (other than severance pay) that are expected to be fully settled before twelve months after the end of the annual reporting period in which the employee renders service.

Post-employment benefits are employee benefits (other than severance pay and short-term employee benefits) payable after the employee completes the employment contract. Post-employment benefits include the following items: (a) Retirement benefits (ie pension and lump

sum payment for retirement); and (b) Other post-employment benefits, such as post-employment life insurance and post-employment health care facilities.

Other long-term benefits are employee benefits other than long-term employee benefits short term benefits, post-employment benefits, and severance pay.

Severance pay is generated either from the decision of an entity to terminate the employment relationship or the decision to accept the offer of benefits from the entity upon termination of the employment contract. Severance pay does not include employee benefits resulting from the termination of the contract employment at the request of the employee without the entity's offer, or as a result of mandatory retirement requirements, because it is a post-employment benefit.

### **Job satisfaction**

In an organization, employee satisfaction needs to be considered considering the impact on dissatisfied employees on the organization. Satisfied employees have lower levels of leaving and absenteeism, satisfied employees will have feelings of joy, pride in their organization so that it makes them healthy and can feel happy satisfied in social life.

### **Research Proportions**

- 1) Evaluation of the implementation of PSAK 24 regarding post-employment benefits that can support employee performance.
- 2) Evaluation analysis of the implementation of PSAK 24 regarding the applied post-employment benefits needs to be known and its important role in improving employee performance and company development.
- 3) Factors that can hinder the evaluation of the implementation of PSAK 24 Work benefits and hinder the optimization of employee performance at PT BA Bangunan.

## **III. RESEARCH METHODOLOGY**

### **Types of Research**

The type of research used is descriptive qualitative, namely research that produces descriptive data in the form of written or spoken words and people and behaviors that can be observed. The primary data in this study are the results of interviews, and the secondary data in this study are the historical documents of the establishment of PT. BA BUILDING which is located at Pondok Cabe, South Tangerang, and a description of the job description of the employee as a whole. Data collection techniques with library research, field research, namely the interview method, and observation. The informants in this study were Quality Management Analysts, and AF Adm MM. Data collection techniques with library research, field research, namely the interview method, and observation.

### **Research Place and Time**

This research will be conducted at the Building Materials Retail Company PT BA Building in the Pondok Cabe area, South Tangerang, having its address at Jalan Mulatama Pondok Cabe, South Tangerang. While the research time will start from January 2022 to April 2022.

### **Data Analysis Method**

In this study using qualitative analysis. Qualitative analysis is a non-statistical analysis that helps in research. The data obtained, both in the form of numbers and in the form of tables,

are then interpreted properly. In accordance with the data obtained, qualitative analysis was used to explain the relationship between the affected and the influencing variables. In other words, qualitative analysis tends to be carried out for data that is qualitative data collected from exploratory research (interviews, discussions, technical projection) in the form of words or sentences which are also called verbatim data (Sunnyoto: 2013: 24).

Data analysis is carried out starting from problem formulation, data collection, until after the data is collected. By formulating research problems, researchers have analyzed the problems in various perspectives and methods used. In the process of data analysis accompanied by the data collection process, the authors can find out the lack of data that is needed still need to be completed and knowing what method to use at a later stage.

#### IV. RESULT AND DISCUSSION

##### Classification of Rewards

**Table 1. Severance Calculation**

Masa Kerja	Jumlah Kelipatan Gaji Pokok
< 1 Tahun	2 x 1 x Gaji Pokok
1 Tahun	2 x 2 x Gaji Pokok
2 Tahun	2 x 3 x Gaji Pokok
3 Tahun	2 x 4 x Gaji Pokok
4 Tahun	2 x 5 x Gaji Pokok
5 Tahun	2 x 6 x Gaji Pokok
6 Tahun	2 x 7 x Gaji Pokok
7 Tahun	2 x 8 x Gaji Pokok
8 Tahun	2 x 9 x Gaji Pokok
> 8 Tahun	2 x 9 x Gaji Pokok

**Table 2. Award Money Calculation**

Masa Kerja	Jumlah Kelipatan Gaji Pokok
3 - 6 Tahun	2 x Gaji Pokok
7 - 9 Tahun	3 x Gaji Pokok
10 - 12 Tahun	4 x Gaji Pokok
13 - 15 Tahun	5 x Gaji Pokok
16 - 18 Tahun	6 x Gaji Pokok
19 - 21 Tahun	7 x Gaji Pokok
22 - 24 Tahun	8 x Gaji Pokok
> 24 Tahun	10 x Gaji Pokok

**Table 3. Classification of employee benefits at PT. BA BANGUNAN**

PSAK NO 24	PT BA BANGUNAN
Imbalan Jangka Pendek	1. Gaji 2. BPJS Kesehatan 3. THR 4. Bonus/Bagi laba
Imbalan Pasca Kerja	1. Jamsostek (Jaminan Hari Tua) 2. Pensiun

Imbalan Kerja Jangka Panjang	Tidak ada
Pesangon	Ada

Source: PT. BA BANGUNAN

## V. DISCUSSION

The short-term employee benefits provided by PT BA BANGUNAN are in accordance with the requirements provided by PSAK 24, in which the company recognizes accrued costs after employees provide services for a period and settle obligations within twelve (12) months. Post-employment benefits provided by PT BA BANGUNAN in its accounting records are considered to have complied with the requirements required by PSAK 24, which for defined contribution plans has been recognized and measured and reported in accordance with existing regulations as well as the defined benefit plan owned by PT. BA BUILDING is caused by an obligation owned by the company based on an employment contract with employees but is recorded as if it were a defined contribution because the obligation is an obligation borne by the head office and in accordance with the requirements of PSAK 24, this is in accordance with a defined benefit plan that shares risk between same entity, in this case, the recording made by PT BA BANGUNAN is in accordance with PSAK 24.

Other long-term benefits provided by PT BA BANGUNAN in the form of long leave and disability benefits. For permanent disability benefits, it has been discovered in the Jamsostek program (BPJS Kesehatan) which is participated by the company in the form of Work Accident Insurance (JKK), Death Insurance (JK) because the company has considered it as part of its long-term employee benefits by purchasing the program, the company has recognized it. together with the Jamsostek Old Age Security (JHT) program and is applied as a defined contribution plan and in this case there is no need to disclose long-term employee benefits in accordance with PSAK 24, as well as long leave issued after 6 years of service and apply every multiple that can be taken in the seventh (7) and eighth (8) years for 18 days each year it is not recognized as an expense for this matter because the company does not pay workers' leave, workers are only entitled to their time off.

The severance pay provided for the termination of employment by PT BA BANGUNAN is fully recognized as short-term employee benefits, this is still in accordance with the requirements of PSAK 24 but for the severance pay provided by PT BA BANGUNAN for layoffs at retirement which means that it does not increase the benefits of post-employment benefits, it is required to treat it as post-employment benefits this is because PT BA BANGUNAN has set aside a certain amount of profit every month depending on the amount of profit earned but is not treated like long-term employee benefits because the expenses are treated like short-term benefits which are recognized in the year the employee enters retirement age . PT BA BANGUNAN still applies PSAK 24 for severance pay from layoffs at retirement because even though the severance pay is given to workers entering retirement, the recognition is made in the year in which they will retire so that the completion is before twelve (12) months.

## VI. CONCLUSION

The conclusion of this research is PT BA BANGUNAN has implemented recognition and measurement of employee benefits provided to employees in accordance with PSAK No. 24 year 2015.

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