

EFFECT TAX AMNESTY ON THE PERFORMANCE OF EMPLOYEES DIRECTORATE GENERAL OF TAXATION WEST JAVA

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Abstract: This study was conducted to determine the effect of the tax amnesty program (*taxamnesty*) on employee performance Directorate General of Taxation West Java. The research was held at the offices of the tax Service (KPP) in the province of West Java by taking samples KPP -KPP which includes the city of Bandung, Regency Bandung, West Bandung Regency and the City of Cimahi. Pemilihan to four District Municipality may represent the region of West Java Province, namely KPP Cibeunying Pratama Bandung, Bandung Bojonagara, PratamaMajalaya, Soreang, Cimahi. Research method and research used is descriptive and qualitative research methods, with the number of respondents 100 persons. Analysis techniques using Simple Linear Regression, where in the linear regression equation simple it is $Y = 0.263 + 0.923 X$.

The process of data collection is done through observation, interviews and studies documentation. Sample of respondents is done to employees who specialize in program *tax Amnesty* in KPP office. Result study showed the effect of program *tax amnesty* the performance of employees by 50%, while the rest of the performance is influenced by other variables.

Keywords: *Tax Amnesty*, Employee Performance.

INTRODUCTION

Tax revenue source Indonesia is contributing greatly to the continuity of life of the country. In this country, we can see that education, health, public facilities and infrastructure that exist for tax channeled our country in these sectors. On the other hand, there are still a taxpayer who will not use tax for the survival of the sector, where frequent difficulties in payment of taxes. There are still many taxpayers are reluctant to pay the tax payment obligation imposed on wealth (in the form of tax arrears). Taxpayer Compliance in the discharge of tax payment obligations in Indonesia is still considered low. Increased economic activity in conjunction with tax smuggling is very detrimental to the state, because of the loss of tax money is needed to finance education, health and poverty alleviation programs being implemented by the Government. Therefore, to charge back unpaid taxes from the economic activities through the Ministry of Finance program guided by the Law No. 11 in 2016 at the goal.

This study was conducted to determine the effect of the tax amnesty program (*taxamnesty*) on employee performance DGT West Java. The research in Java Province was held at the offices of the Tax Service (KPP) in the province of West Java by taking samples covering an area of KPP -KPP Bandung, Bandung Regency, West Bandung regency and Cimahi, with the number of respondents 100 persons. Choosing to five city district may represent the region of West Java Province, namely KPP Cibeunying Pratama Bandung, KPP Bandung Bojonagara, KPP PratamaMajalaya, KPP Cimahi and KPP Soreang.

The formulation of the problem as follows:

1. How the implementation of the Tax Amnesty program implemented by the Directorate General of Taxes in West Java province (in this case is limited to the city of Bandung, Bandung regency, Cimahi and West Bandung District and Soreang District).

2. How Employee Performance Directorate General of Taxes in West Java province (in this case is limited to the city of Bandung, Bandung regency, Cimahi and West Bandung District and Soreang District)
3. How much influence the Tax Amnesty Program of the Directorate of Taxation Employee Performance in West Java Province (in this case is limited to the city of Bandung, Bandung regency, Cimahi ,West Bandung regency and Soreang)

The purpose of this study was to:

1. Knowing to implementation of the Tax Amnesty program implemented by the Government of employee performance
2. Knowing to Directorate General of Taxes in West Java Province
3. Knowing to how much influence the Tax Amnesty program of the Directorate General of Taxation Employee performance in West Java province.

LITERATURE REVIEW

Tax amnesties or pardons tax is the government's policy in the field of taxation which provides tax exemptions that should be owed to pay ransom in a certain amount which aims to provide additional tax revenues and the opportunity for taxpayers who do not obey be obedient taxpayer. Application of the tax amnesty is expected to encourage an increase voluntary taxpayer compliance in the future (Devano, 2006: 137).

Sawyer (2006) points out the meaning of tax amnesty is *"atax amnesty Generally involves providing Taxpayers previously noncompliant with the opportunity to pay back-taxes on undisclosed income, without fear of penalties or prosecution"*.

According Simamora (2003: 45) performance is a measure of the success of the organization in achieving its mission. While Shadily (1992: 425), said the performance or performances are powerful achievements or results. Wahyudi Kumorotomo (1996) imposes limits on the concept of performance of public organizations at least closely related to the efficiency, effectiveness, fairness and responsiveness.

This means that performance is an act that can be seen, observed and it is possible to achieve the expected

things (destinations). Performance can also be said to be a combination of ability, effort and opportunity can be judged from their work acquired during a specific time period Employee performance is higher in happy and satisfied workers and the management find it easy to motivate high performers to attain firm targets. (Kinicki and Kreitner, 2007).

Organizational performance is a sign of the capacity of a company to efficiently independent achieve goals (Venkatraman & Ramanujam, 1986). One of the elements that is assessable is the employees' performance through the level of Reviews their productivity. Several Researches have been introducing various methods to Evaluate organizational performance (Wong & Wong, 2007; Prajogo, 2007). This includes the quality, quantity, knowledge or creativity of the individual towards the accomplished works that are in accordance with the responsibility during a specified period- in other words, the assessment systems must have some standard parameters that can be relied upon.

THE METHODOLOGY

Method used in this research is through the following steps;

1. Historical method which collects data of past and present to see the development of the necessary data.
2. Descriptive method is a method that describes the state of the object of study is based on the facts and ongoing manner represents data that has been collected.
3. Verification method. That is the method to test the truth of a hypothesis which is carried out through data collection in the field.

For the purposes of testing required a series of steps that will start from the operational variables and data collection techniques through surveydan necessary data taken from a sample of a population through kuesioner. Setelah analyzed so as to be seen whether the two variables (variables X and Y) no effect or not, Techniques using Simple Linear Regression analysis.

FOUNDINGS AND DISCUSSION

Descriptive analysis includes data related to the perception of respondents regarding the study variables, in this case an existing variable in this study is the Tax Amnesty Program and Performance.

Overview Characteristics of Respondents

**Table 1
Respondents Data**

Sex	f	%
Male	59	59.0
Female	41	41.0
Total	100	100.0

The table above illustrates the respondent data on gender. According to the table above, most respondents are male, as many as 59 respondents (59.0%).

**Table 2
Respondents Data on Age**

Age	f	%
<= 20 years	3	3.0
21-30 years	34	34.0
31-40 years	37	37.0
41-50 years	19	19.0>
50	7	7.0
Total	100	100,0

The table above illustrates the respondent data regarding age. According to the table above, the majority

of respondents aged 31-40 years, as many as 37 respondents (37.0%).

**Table 3
Respondents Data on Work Period**

Work Period	f	%
<= 5 years	24	24.0
6-10 years	31	31.0
11-15 years	20	20.0
15-20years	12	12.0>
20 year	13	13.0
Total	100	100.0

The table above illustrates the respondent data regarding Work Period. According to the table above, most respondents have been working for 6-10 years, as many as 31 respondents (31.0%).

Regression Analysis Simple

Simple analysis method is used to observe the effect of Tax Amnesty Program (X) on Performance (Y) used a simple linear regression analysis with the following equation:

$$Y = a + b_1X$$

Where:

- Y = Performance
- X = Tax Amnesty Program
- a = Constant
- b = Regression Coefficients

results of the processing *software SPSS 13.0* for simple regression analysis are presented in the following table:

**Table 4
Simple Regression Analysis
Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.263	.301		.874	.384
	Program Tax Amnest	.923	.093	.707	9.891	.000

Based on calculations in the table above, obtained form the simple linear regression equation as follows:

$$Y = 0.263 + 0.923 X$$

Value of regression coefficients on variables freely describe when the independent variable is expected to rise by one unit and the estimated value of other independent variables constant or equal to zero, then the value of the dependent variable can be expected to rise or fall in accordance with the sign of the regression coefficient independent variable.

From simple linear regression equation obtained above constant value of 0.263. That is, if the performance variable (Y) is not influenced by the independent variables namely Tax Amnesty Program (X) is zero, then the magnitude of the average performance would be worth 0.263.

Independent variable regression coefficient signs indicate the direction of the relationship of the variables concerned with performance. The regression coefficient for the independent variable X is positive, indicating a direct relationship between the Tax Amnesty Program (X) with Performance (Y). X variable regression coefficient of 0.923 implies for each increment Tax Amnesty Program (X) of the unit will result in increased performance (Y) of 0.923.

T test results based on the processing of SPSS are presented in the following table:

Table 5
Testing Hypotheses Partial (t test)

Variable	t	Df	t table	Sig	Description	Conclusion
X	9.891	98	1.984	0.000	Ho refused	Significant

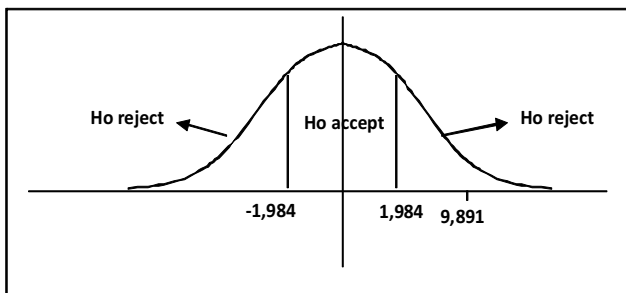


Figure 1: Regional Rejection and Acceptance Ho Variable Program Tax Amnesty (X) to performance (Y)

Based on the above table it can be seen that the variable X has a value of t is greater than t table. Because the value of t arithmetic (9.891) > t table (1.984), then Ho is rejected. Therefore it can be concluded that partial significant effect of Tax Amnesty Program (X) on the Performance (Y).

1. Simple Correlation Analysis

To determine the relationship jointly between the Tax Amnesty Program (X) on the Performance (Y), a simple correlation analysis was used (R).

Table 6
Simple Correlation Analysis

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.707 ^a	.500	.494	.39543

a. Predictors : (Constant), Program Tax Amnesty

b. Dependent Variable: Kinerja

Based on output SPSS above, the value of the correlation coefficient (R) of 0.707. This shows that there is a strong relationship between the Tax Amnesty Program (X) on the Performance (Y).

Coefficient Determination

The amount of influence Tax Amnesty Program (X) on the Performance (Y) can be shown by the coefficient of determination with the following formula:

$$\begin{aligned}
 KD &= (R)^2 \times 100\% \\
 &= (0.707)^2 \times 100\% \\
 &= 50.0\%
 \end{aligned}$$

Tax Amnesty Program That variable (X) gives the effect of 50.0% to performance (Y). While the rest of 50.0% is the contribution of other variables besides Tax Amnesty Program (X).

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