

Labor Exploitation in HR Management Wage Receipts U.D Karyati Jaya Tangerang - South

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Abstract

The aim of this research is to determine the exploitation of workers in receiving wages from an Islamic economic perspective (case study at UD Karyati Jaya Tangerang - South). This type of research is descriptive qualitative. The data sources used by researchers are primary and secondary. Data collection methods use interviews, observation, documentation. The technique for guaranteeing data validity uses deductive thinking. Empirical qualitative research methods. field observation, studying, analyzing, interpreting, and drawing conclusions. The research results show that at UD Karyati Jaya Tangerang - South the work carried out by workers at UD. Karyati Jaya has been said to be good and in line with expectations, they have fulfilled their obligations as workers and are in accordance with the applicable theories regarding the obligations that workers should carry out, namely: (a) Doing the work themselves as stated in the agreement. (b) Work according to the agreed time. (c) Doing work diligently. However, the rights received by workers are not in accordance with applicable humanitarian theory and customs, they work well according to the regulations set, the applicable working hours are carried out in an orderly manner, but the wages they receive are not in accordance with the effort they put in.

Keywords: Labor Exploitation, HR Management, Wages Receipts

A. Introduction

Worker protection can be achieved through guidance channels, or through increasing recognition of human rights, physical, technical and social and economic protection through norms that apply in the work area.

In the Republic of Indonesia Law Number: 13 of 2003 concerning Employment, it is explained "that in order to develop Indonesian people as a whole and develop Indonesian society as a whole to create a prosperous, just, prosperous and equitable society, both materially and spiritually based on Pancasila and the 1945 Constitution, "So in the implementation of national development, workers or laborers have an important role and position as development actors."

Therefore, the quality of the workforce as well as development and improvement of the protection of workers' rights are very necessary. Workers or laborers are often exploited in the company's productivity process, therefore workers or laborers need to get protection for their rights. Wages are the main motivation for people to work to meet their daily needs, but in the world of work the reality is that the wages workers receive not commensurate with the energy they have contributed, therefore the workers' rights are not fulfilled.

In the world of work, the rewards or wages received by workers or laborers are in fact not in accordance with the energy that has been contributed. Determining a fair wage for a worker in accordance with Sharia is not an easy matter. Workers or laborers are often exploited in the productivity process, such as workers receiving inappropriate wages and the risk of work accidents. In Islam it is not permissible to use exploitation methods, in fact, according to religious regulations and also the work system, it is hoped that it will help all workers when carrying out work and also provide wages fairly, without delaying the payment of wages for work that has been contributed.

The system for providing wages to workers in the contract is payment using money which is paid once a week with working hours from 07.00-17.00 WIB. In practice, there is an agreement or determination of wages agreed upon by the UD owner to pay wages. Karyati Jaya to workers where wages are not only in the form of money but also in goods. Providing wages in the form of goods at the request of workers whose contract has been agreed upon at the start of work, the goods requested are in the form of basic necessities for daily needs.

B. Research methods

This research uses qualitative descriptive work. Descriptive can be interpreted as a method of finding circumstances, objects, conditions, systems of thought or facts of a group of people in their current state with the correct interpretation

1. Data Collection Techniques

Data collection techniques are methods used to obtain data and information for purposes of completing research. Several techniques used by researchers to obtain research data include:

- a. Interview is a technique for obtaining data by asking questions to get answers to the things being researched. In other words, the interview technique is a conversation carried out between researchers and informants to obtain information about what is being studied, namely asking questions to .Interviews in qualitative research
- b. Documentation is a technique used to obtain information from written sources or documents, basically in the form of books, photos and so on. The work of data that has been obtained is not limited by space or time, therefore researchers can find out what happened in the past.

2. Data Analysis

Data Analysis is the process of systematically searching and compiling data obtained from interviews, field notes and documentation, by organizing data into categories, describing it into

units, carrying out synthesis, arranging it into patterns, choosing what is important and what will be studied, and make conclusions so that they are easily understood by yourself or others. Then the author makes a comparison between existing theory and the reality that occurs in the field in order to draw conclusions from this research regarding the implementation of theory and practice in the field.

C. Results and Discussion

The onion peeling business in Tangerang - South is the only onion peeling business in existence. Since this onion peeler was founded, he started his business from working with other people to opening his own business by just going to markets and stalls and now he has a shop and produces goods and sells goods with other selling points, so it can be said to be growing. This onion peeling business in Tangerang - South has many customers, not only those who live around the city - but there are also customers from other areas. The following are the names of UD onion peeling owners and workers. Karyati Jaya:

1. Providing Labor Wages at UD. Karyati Jaya Tangerang - South

Employee wage mechanism at UD. Karyati Jaya in Tangerang uses a payment system using money and goods which is paid once a week. In practice, there is an agreement or determination of wages agreed upon by the UD owner to pay wages. Karyati Jaya to workers where wages are not only in the form of money but also in goods. Providing wages in the form of goods at the request of workers whose contract has been agreed upon at the start of work, the goods requested are in the form of basic necessities for daily needs. They ask for goods that are not commensurate with their wages so that payment can be made in installments based on the wages they will later receive.

The request for payment of wages using goods is because the workers need it for their daily needs and if the workers ask the business owner to buy goods in the form of basic necessities whose price exceeds the price of the wages paid, the employees have to pay in installments every week with the wages they get. If workers still have debt, they can only meet their basic needs and cannot fulfill their daily needs. The workers' response to the wages given by business owners is that they are not enough to meet the workers' needs.

Peeling onions, who has been working for six years and starts work from 07.00-17.00, the payment method can be using goods or money. His wages are paid once a week. Mrs. Nurhasanah is skilled and fast at peeling onions, she can peel approximately 1.5 kilos of onions a day and earns IDR 260,000 a week. According to Mrs. Nurkhasanah, wage payments amount to Rp. 260,000 with working hours from 07.00-17.00 is not in accordance with the wages given, because according to him in this place of work his business is always Karyati every year and continues to grow, but there is no Karyati in increasing wages for the workers. Workers do not always receive their wages in cash, but sometimes workers can also ask for payment in the form of basic necessities provided by Mrs. Karyati.

And while working, workers also have to face risks from various things, such as when peeling onions, the knife they use often injures their hands, and sitting for hours makes the body ache and achy. Equipment for peeling onions is not provided from the warehouse, the workers bring it themselves from home, for example a seat mat, bucket and knife. Employers should provide work equipment and protection according to workers' needs.

- a. According to Mrs. Darti, elderly workers ask for payment in the form of goods, such as for purchasing basic food items in the form of daily necessities. The owner provides payment for the goods taken from the owner's shop and provides wage deduction requirements to workers who request payment for the goods.
- b. Based on an interview with Mrs. Masinah, it was said that she had worked for less than two months in stripping goods, starting from 07.00-17.00. There is often a risk of work

accidents, such as hands always getting injured due to knife cuts, and because you are not used to it, every night your body feels sore, sore and you don't sleep well. Mrs. Masinah is only able to produce 80kg or as much as she can in a day for peeling onions and in a week she only earns approximately Rp. 140,000. And he felt that the wages given were not enough to meet his basic needs.

- c. Ms. Karyamatun, a worker who lives in Batanghari, is quite far from home and where she works. She said that she sometimes likes to be late coming to work. He peels as many onions as he can, sometimes 150 kg per day. The risk of body aches and pain at night is a normal thing and must be done because this is the only job that can help with a little of your daily needs even if it feels like it is not enough. The wages Ms. Karyamatun received were in the form of money. She didn't want it in the form of goods because she didn't want to increase the burden into debt.
- d. Mrs. Nani has been working for a long time, almost 6 years since the start of UD. Karyati Jaya stands. Because of economic demands, Mrs. Nani asked for payment in kind before getting wages in the form of money. Even though he has been working for a long time, his wages were initially Rp. 250 per kg UD. Karyati Jaya is always Karyati and continues to grow in its business, demand for onions from various distributors has soared. However, the wages that the workers received did not increase, they were still paid Rp. 250 per kg of onions produced. He said that the other workers had protested against the wages that had been given and wanted a salary increase, but unfortunately the workers' complaints were not heard by the business owners. UD. Karyati.
- e. If workers still have debt, they can only meet their basic needs and cannot fulfill their daily needs. Wage payment mechanism given by business owners to workers. Payment is made once a week according to the results obtained in a week by calling them one by one.

Workers are often exploited in the productivity process, such as workers receiving wages that are not commensurate with the effort they have contributed, the risk of work accidents, and decreased health. In Islam it is not permissible to use exploitation methods, in fact, according to religious regulations and also the work system, it is hoped that it will help all workers when carrying out work and also provide wages fairly, without delaying the payment of wages for work that has been contributed. And Islam also teaches that on the basis of laws that are enforced on the basis of justice between humans and upholding social and human values, workers can be encouraged to consider human values in determining wages.

2. Analysis of Labor Exploitation in Receiving Wages from an Islamic Economic Perspective

Based on the results of research that I have conducted at UD. Karyati Jaya stated that the workers' wages were not in accordance with what they did at UD. Karyati Jaya. Because from the perspective of Islamic economics it has been explained that the wages that must be paid to workers must be proportional to the energy that has been expended, because from this wage a worker or employee has the hope of making a living or fulfilling their living needs, so if the effort expended is not appropriate with the results obtained, it is the same as taking away other people's rights.

In the world of work, a worker certainly has rights and obligations, these rights are in the form of: (a) The right to receive wages in accordance with the agreement. (b) The right to be treated well in the work environment. (c) The right to social security, especially regarding the dangers of work accidents experienced by workers. If these rights are not fulfilled or are not fulfilled by entrepreneurs or people who own a business then it is the same as taking away other people's rights. These rights should be given in full to the workers, because the workers are working to get it done or running smoothly. If the business that has been built is good, without good work from the workers, it is possible that the business that has been built will stagnate or not run as it should.

Apart from rights, workers also have obligations, in carrying out these obligations, if they do

not carry them out well, it is reasonable for the business owner to reprimand or impose sanctions according to the level of error made, that is a good and correct mechanism in the business world between workers and entrepreneurs. However, if the workers have worked well like the workers who work at UD. Karyati Jaya but the wages given have not increased at all even though the business has been running for approximately six years running well and always increasing, so this can be said to be exploitation, as we know exploitation is an act that is not permitted in the Islamic religion. .

In Islam, it is well regulated and very structured, from the simplest things to things that concern many people, such as the rights and obligations that must be given between an entrepreneur and a worker. Entrepreneurs and workers should help and benefit each other, because workers work for the running of the business built by the business owner, so employers should wisely determine the wages given to workers, if previously at UD. Karyati Jaya starting wage is only Rp. 250 for 1 kg of onion peeling and have only been paid Rp. 250,000 per week since the start of the business, and the business has been running for more or less 6 years and has always experienced improvements in a good direction, then the business owner should set a new wage change for workers, considering that ongoing business is always increasing. If the business owner does not heed this, it will be the same as taking away other people's rights.

D. Conclusions and Suggestion

1. Conclusion

Based on the results of research and discussions carried out by researchers, several conclusions can be drawn that the work carried out by workers at UD. Karyati Jaya has been said to be good and in line with expectations, they have fulfilled their obligations as workers and are in accordance with the applicable theories regarding the obligations that workers should carry out, namely:

- a. Carry out the work contained in the agreement yourself.
- b. Work according to the agreed time.
- c. Doing work diligently.

However, the rights received by workers are not in accordance with applicable humanitarian theory and customs, they work well according to the regulations set, the applicable working hours are carried out in an orderly manner, but the wages they receive are not in accordance with the effort they put in. Considering that labor is a job that is quite heavy and has quite a risk of work that is quite dangerous, the wages they receive should be commensurate with the effort they put in.

2. Suggestion

Based on the discussion and conclusions above, several suggestions can be put forward, namely as follows:

- a. To UD business owners. Karyati Jaya as an entrepreneur should pay attention to the safety and welfare of workers or laborers who work for the business that is being built, because without effort and good work from the workers, the business that is being built will experience difficulties for Karyati in a better direction. As a wise business owner, you should have a policy for workers, so that you can make changes to wages for workers considering that the business that has been running so far has experienced a good increase from previous years.
- b. To the workers at UD. Karyati Jaya to always work well and diligently and sincerely, so that the work carried out runs well and smoothly. And to always pay attention to and implement the rules set by the business owner as best as possible.

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