

The Effect of the Wage System by Considering the Achievement of Workers

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Abstract. In this era of development, money is an essential thing, especially in the payment sector, where there is often a fight between workers and employers. Thus, one of the ways for government to alleviate labor is the existence of Law no. 13 of 2003 on the labor force, one of which is related to that wage. It has also controlled this wage itself with both minimum wage and overtime salaries, which are basic wages and fixed allowances, under Law No. 13 of 2003 concerning labor and other implementing laws as provided for in the Decree of the Minister of Manpower, but many Indonesians still think it is not suitable to calculate the minimum salary, either regional or provincial. Thus, the Authors wish to introduce one of the new developments here, increasing wages in line with each employee's performance to establish fairness in society.

Keywords: Wage, Wage system, Worker performance, Justice

1. Introduction

The definition of wages as stipulated in Article 1 number 30 of Law No. 13 of 2003 on Employment is an acceptance received in return for the work, we have done for a job in which the reward is in the form of money. In short, this wage itself is a mandatory right for us to get the work we have done where the tip comes from an employment agreement, an agreement, or a rule. The development of the economy in Indonesia will also continue to grow by the increase in production to compete with other companies. Increasing human resources also produces some employees who excel and are professional to improve the quality of a company. Therefore, it is also necessary to note that the wages earned by these employees were with high wages, and the employees will also be more active in their work so that they can improve their work performance and will have an impact on the progress of the company.[1]

In the industrial world, it turns out to have many problems that arise between workers and employers/employees where a relationship that occurs between the two parties is not as simple as when the work has been completed, namely when the employers/employees have provided rewards by the agreement that has been agreed in the contract will also be resolved problems/relationships between workers and employers in the world of employment. But the situation and conditions in this labor have a very complex dynamic, for example, is the number of human resources but the difficulty of current job offers, then there are other problems in the form of imbalance of labor force growth each year and low quality of work where the increasing number of years there is also a decrease in the quality of each workforce and these things are very closely related to the issue of wages and become the main problems in the field of employment. Because as we know, these entrepreneurs will try to benefit as much as possible from the results that their workers have done, but on the contrary, every worker has the right to expect to earn a considerable wage in return for the work he has done. According to Manullang, he explained that the determination of wages must have the power to encourage these workers to continue to use their energy and mind as much as possible. So, the salaries given by this company will always be related to the achievements they have earned.[2]

Normatively, the government needs to ensure that the regulations and regulations that they have set related to this wage have been made correctly both concerning the minimum standard of wages, criminal sanctions for employers who are ignorant of the regulations on the issue of wages, and protection of wages because in principle the government makes regulation, and the legislation aims to protect its workers from the arbitrariness of these wage earners. Not only rules but because of the big problems and the importance of wages, the government also created a supervisory board or wage board.

Therefore, there need to be innovations in the wage system as stated in a special regulation where the invention is in the form of a wage system for workers which adds wages based on the achievements owned by each worker where the wage system can also guarantee legal certainty for its workers. The

wage system based on the level of achievement owned by its workers also has various advantages, namely, to increase the productivity of these workers and help improve and even maintain the achievements of employees that will impact the company's quality. According to Buchari Alma, who explained that the salary and wages earned by these employees have a function to meet their needs whether it is buying the goods, they want or buying services to meet their needs, not only that but these salaries and wages can also be a tool/benchmark for workers to be more active and effective in carrying out their work. So, if there is a wage system based on the achievements of these workers will also further increase morale and make these employees loyal to the company so that it will not move to other companies.

2 Method

This article used juridical-empirical research. This study can also be regarded as field research regarding whether regulation was properly implemented. Law and regulation review or examine the existing phenomena [3]

3 Discussion

3.1 Problems In Employment, Especially Wages

The welfare and wage eligibility of workers or workers is still in the spotlight in Indonesia, where it is also an essential demand. Because both parties are workers and employers/wage givers also have their point of view related to this wage, some problems often continue to be debated. Although wages are an absolute obligation of employers/wage givers, it is also clear that the source of income for these workers is used to meet the needs of workers so that they can live decently.[4] This wage seems to include ongoing work for every stakeholder because each has an interest that suits his position. If the low wages earned by these workers can cause conflict between workers, which has been proven by the increasing number of protests/demonstrations in various regions in Indonesia. Because there are still many who feel that the feasibility of wages earned is not by what they have done, wages themselves are also a very crucial issue, so there needs to be a more detailed understanding, therefore in handling the handling of this wage system does require a deal in the performance of aspects in a comprehensive manner.[5]

The paradigm of wage giving in Indonesia is realized or no more focused on the habits of western nations, which by paying wages once a month for employees and then paid once a week or even per day for workers, where the difference in salary or wages earned lies in the type of employees that include permanent employees or not. Critical Theory is a paradigm that uses the reason/evidence of injustice to be further used as the basis for doing or making new constructions,[6] based on Critical Theory Paradigm, which can be seen from the number of workers who feel unfair when receiving their wages, in this case, there are still employees who work hard, active in keeping up with their duties but have the same wages as other employees who have lighter jobs, meaning that such things still often occur and give rise to a sense of indifference then there is also the need for new construction that is to make wage payments with a payment system based on achievements so that workers who are always actively working will get rewarded by their work.[7] Given the critical paradigm of reality that is also not in harmony or even in the system of conflict and becomes a social struggle, we know that wages itself is still a severe problem in society and cause many conflicts in this field of employment.[8]

The standard in wage eligibility is also not based on how much wages are given but also seen from the applicable wage system, such as the regulation on timely payments and the form or component of wages. The definition of a living wage can be further reviewed in Employment Law No. 13 of 2003. So, in this situation, the author has an innovation that is to use a wage system based on the achievements owned by each worker.[9]

3.2 Innovation Of Achievement-Based Wage System Can Improve Welfare and Realize Gustav Radbruch's Legal Goals

As we know, wages are one of the driving factors behind the activeness of an employee in work where it also happens because of the need to meet the needs of his life. So that the workers will indirectly give energy and mind to be able to work as much as possible to earn a wage comparable to the hard work the workers have done. Therefore, there needs to be a fair wage system in this employment relationship, as Winardi (1999: 113) explained.[10] The wage system is a series of elements used to realize a common goal in providing financial compensation. Then related to this method or method of payment of wages according to Moekijat,[11] divided into two groups, namely the first payment based on time, hours, daily, weekly, monthly, or even yearly, then the second is the payment made on the results of the project or

the work only. But according to Susilo Martoyo explained that the way of calculation or basis of determination of wages is divided into wages according to work performance, length of work, level to seniority, and needs.

The system of exposure based on work performance understands that this reward will be done on the achievement of the hard work of workers/employees to a job that has been completed. This wage system itself has advantages and disadvantages. The benefits gained from the existence of this system can encourage the spirit of workers to be more diligent and enterprising in doing their work, improve the quality of the company, then will foster a sense of justice for workers where this achievement is the result of personal efforts of each person as well as improving the welfare of the people in Indonesia. The disadvantage of this wage system is that it can cause these workers to become less conscientious in doing something because it only focuses on achieving as many achievements as they can afford.

Work performance as described by Moh. As'ad [11] explained that work achievement is an achievement that a person has achieved for a job that he has done. So, this achievement is the result of the personal efforts of these workers. Thus, this achievement can be used as an advantage to improve the performance owned by its employees to improve the quality of the company, so to realize this here, the author gives a new view to do wages by using the wage system based on his achievements. Where with this innovation has been very profitable for the existing community. Still, it will be achieved if the wages using the system based on this achievement is listed in regulation or legislation to guarantee legal certainty for the party who gets it not only that but also need further arrangements on the terms or indicators such as what can claim that his hard work is an achievement as well as doing some assessment with the rating scale method, checklist, critical event method, field review method, test, and observation of work performance or by using group evaluation method where the achievements obtained from these assessments will be related to the increase in wages to be earned. because employment law system in the field of salary is obliged to be developed more by the existing legal system in Indonesia, namely the structure of government (form), namely by the existence of institutions / supervisory boards related to wages based on the performance of workers, the substance of the law (sense) that is by the creation of a regulation/laws unique invitations governing wages based on achievements and labor culture wherein making innovations are obliged to pay attention to the balance between triumphs (rewards) achieved and productivity of work carried out considering there are some differences in the needs of work and the ability of a company in various regions.

The innovation that the author provides in the form of additional wages based on his achievements must also be contained in regulation or legislation which also regulates it both in the state of calculations and indicators where it also aims to establish legal certainty for workers to realize it justice for workers who have worked hard with his efforts and to produce good work. Maximum to obtain achievement, according to Gustav Radbruch, there are three legal objectives, which are justice, usefulness, and legal certainty [4] where in this innovation is mandatory for legal certainty is a fundamental value in law, the legal certainty is normative is a rule made definitively to regulate a particular situation with confidence and logical.[8] Then, after the creation of regulation or legislation, it will create a value of justice which will be the basis for the law itself so that this justice has a normative nature as well as a constituent for the law; therefore, this justice is a moral basis of the law as well as a benchmark of the positive legal system that exists in Indonesia because justice is one of the fundamental elements in the law. Hence, law without justice is a rule that is also inappropriate to be legal.[11] It that certainty and fairness are so closely related that many philosophies interpret that the law is the search for confidence or assurance of justice.[5]

4 Conclusion

With many problems in the wage system that causes the lack of welfare of the people in Indonesia, then there is still a sense of unfairness for these workers because there are still arrangements related to wages that are not by the favorable laws in Indonesia, for example, a provision in Article 88 paragraph (2) of Law No. 13 of 2003 on Employment that does not provide wage protections for contract workers, outsourced workers, and informal sector workers. Therefore here it is necessary to have an innovation in the wage system in Indonesia, one of which is by making a regulation/legislation related to wages by using a system based on achievement, whereby regulated in a regulation/laws will provide a sense of legal certainty for its workers and will also arise a sense of responsibility from the wage provider because it has written in a regulation/laws and if violated it will get sanctions. This means that making regulations/laws related to the wage system based on achievements will bring about rights and obligations between workers and wage providers. Then, the regulation can create justice for the community and improve the welfare of the people in Indonesia.

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