



## Islamic Economic Perspectives on Wage Systems in The Furniture Business: Case Study on the Furniture Business of Tahfidzul Qur'an Boarding School, Sidorejo, Pagelaran, Malang

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### ABSTRACT

This study aims to conduct an in-depth analysis of the remuneration system for the furniture of the Tahfidzil Qur'an Islamic Boarding School (PPTQ) in Sidorejo Village, Pagelaran District, Malang Regency, from a sharia economic perspective (Case Study). This research is descriptive qualitative using primary and secondary data sources. Methods of data collection using interviews, observations and documents. The focus of this research is on the remuneration system for furniture workers located in the Tahfidzil Qur'an Islamic Boarding School in Sidorejo based on the perspective of Islamic Economics. The results of the study indicate that the wage system has complied with several aspects of sharia, namely: the amount of wages given to workers in accordance with the mutually agreed contract at the beginning. Second, wages are given on time according to a predetermined time. Third, the wages given are included as appropriate to be given to workers because they have met the daily needs of the workers. Fourth, the wages given to workers are not the same depending on the work done while working.

### ABSTRAK

Tujuan penelitian adalah untuk melakukan analisis mendalam terkait sistem pengupahan pada mebel Pondok Pesantren Tahfidzil Qur'an (PPTQ) desa sidorejo kecamatan Pagelaran Kabupaten Malang prespektif ekonomi syariah (Studi Kasus). Penelitian ini kualitatif deskriptif dengan menggunakan sumber data primer dan sekunder. Metode pengumpulan data menggunakan wawancara, observasi dan dokumen. Fokus penelitian ini yaitu tertuju pada sistem pengupahan pekerja mebel yang terletak di dalam Pondok Pesantren Tahfidzil Qur'an Sidorejo berdasarkan prespektif Ekonomi Syariah. Hasil penelitian menunjukkan bahwa sistem pengupahan telah memenuhi beberapa aspek syariah, yaitu: jumlah upah yang diberikan kepada pekerja sesuai dengan akad yang disetujui bersama di awal. *Kedua*, upah diberikan tepat waktu sesuai dengan waktu yang telah ditetapkan. *Ketiga*, upah yang diberikan sudah termasuk layak untuk diberikan kepada pekerja karena sudah memenuhi kebutuhan sehari-hari para pekerja. *Keempat*, upah yang diberikan kepada para pekerja tidak sama tergantung pekerjaan yang dikerjakan saat bekerja.



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## INTRODUCTION

In life in the world, humans will certainly relate to other people, humans have an order of life to regulate their lives so that they run well so that there are no clashes that are likely to occur related to obligations and rights to fellow human beings. Humans are creatures created as inhabitants of the earth who must survive in their own way to survive. Humans as caliphs are tasked with creating prosperity and comfort by regulating the processing of natural resources that have been given by God to be used as well as possible in improving the quality of life by working (Enizar, 2010).

Work is a human endeavor to meet the needs of living. In Islam, people are encouraged to produce and work so that it becomes a must for people who are considered capable of carrying out a job in return for Allah to repay the deeds or work that has been done by their servants. According to the word of Allah SWT contained in QS An-Nahl [16]: 97). The verse above explains that every human being, both male and female, has the right to be rewarded according to the work done for the time, thought, energy and effort that has been given. So that there is a result that someone receives for the hard work that is done (Huda & Nasution, 2008).

In the Qur'an there are related verses as a form of emphasis on work and give a clear meaning that humans were created in this world to strive hard in finding the source of their respective lives. Allah SWT says in the Qur'an Surah Al-Balad verse 4: "Indeed, we have created humans to be in difficulty" (Surah Al-Balad 90:4). From Surah Al-Balad verse 4 it explains that humans are born to earth in a state of distress, meaning that humans must struggle and work hard to find their happiness including sustenance and so on. Based on how big the struggle is, the human being can be worth what he strives for.

From the explanation of verse one and verse two above, there is continuity, namely that in living human life, people will face difficulties, either looking for sustenance or other jobs in order to continue a decent life as desired. And humans who have provided energy, thought or similar services are entitled to receive appropriate rewards for what they do. The greater the service or effort made, the greater the results or wages he gets for his efforts. From that, work is an economic activity that is recommended in Islam by devoting energy and ability in order to receive rewards in the form of wages or in general it can be called a salary to be able to fulfill the necessities of life and social welfare.

Wage is the provision of compensation as a form of compensation given by superiors to employees, wages are the main compensation for workers. Due to the wages given to support survival to meet daily needs ranging from food, clothing, even education and other needs. (Martoyo, 1987). Meanwhile, according to the company, wages are a guarantee to determine continuity so that workers can produce better. With reciprocity in a working relationship between the owner of the capital or the owner of the business and the worker, the two will mutually benefit. The relationship will run harmoniously if the actors fulfill their respective obligations. For workers, wages are one of the important things to pay attention to because when wages are proportional to the work done it will make productivity run optimally.

Therefore, for a production to take place, the owner of the producer has the obligation to pay the wages of the workers and think about the survival of the workers properly. If workers do not get justice in accordance with the results that have been given, workers will cause chaos such as strikes and so on. In Islam Aspects of justice and feasibility are very important in a work relationship. However, sometimes employers do not understand the wage system and proper payment of wages according to Sharia Economics.

Wages are still the main thing among many parties, such as workers who receive wages and employers as those who provide wages while the government as the regulator. As important as wages are to working relationships, the policies governing wages must truly reflect fair and decent wage conditions. Workers who have provided services to employers are entitled to receive income wages that can be used to meet the necessities of life for themselves and their families. Wages themselves can also motivate workers to be more active at work.

Previous research related to this topic has been carried out, Lestari (2015) conducted an analysis of the Employee Wage system in SMEs in the Salim Group Anchovy Production in an Islamic Economic Perspective. This research is about fairness in the payment of employee salaries in the MSME production of Anchovy Salim Group from an Islamic economic perspective. The focus of the research taken by the researcher is more on a remuneration system with a feasibility value in providing wages for furniture workers in accordance with sharia economics. Herwati (2016) conducted research related to the effect of the wage system on employee productivity at PT. Royal Korindah Purbalingga. The focus of the research taken by the researcher is more on a system that can affect the level of work on the provision of a decent wage based on the Islamic Economic

Perspective. Rafiuddin (2017) conducted research related to the employee wage system in an Islamic perspective. The focus of the research taken is the contract that is agreed upon by the owner and the worker in determining wages in accordance with the Sharia Economic Perspective.

In Malang Regency, there are small industries to large industries. There are many small industries that exist in every sub-district in Malang Regency, including small industries or home industries, one of which is the furniture business in Sidorejo Village. The existence of this small industry has a positive impact on the community to provide job opportunities for workers, because it can help the continuity of fulfilling the necessities of life. However, there are problems that often occur, causing an imbalance for workers, one of which is that workers' rights are not properly fulfilled because employers do not pay attention to the value of justice and feasibility that should be received by every worker with fair wages in accordance with the work that has been done. can meet the needs of a decent life. Another problem is the determination of wages for workers which is carried out unilaterally by the employer without any discussion with the workers which will only provide unilateral benefits. In reality, such conditions can occur because the amount of wages is relatively the same or fixed, while the increasing needs make workers worry about wages that do not have the value of feasibility and justice in accordance with the rules that exist in Islam. The minimum wage they receive makes workers sometimes forced to borrow money to meet their needs, so workers take the initiative to take part-time jobs. In addition to being a worker in the furniture. A wage setting system that is not in accordance with sharia economic principles, namely feasibility and justice and is not in accordance with the UMR that has been set in the area will harm the furniture workers who are in the Tahfidzil Qur'an Islamic Boarding School. Because the results of working in that place can not meet the needs of daily life.

## RESEARCH METHOD

This research was a qualitative namely research that goes directly to the field which is also known as field research. Field research is finding specific facts about what is happening in the community (Mardalis, 1990). This field research requires researchers to go directly to the field to find information to get research on the object being discussed. This research is also included as a qualitative descriptive study where this research has the nature of describing and finding the key to the problem being researched, namely solving the wage system that exists in the mabel business at the Takhfidzil Qur'an Islamic boarding school Sidorejo. The approach used by the researcher is phenomenology. Phenomenology can also be interpreted as our experience of something (Raco, 2010). This approach aims to find the essence or essence of experience. Its main purpose is to understand experience as it is realized.

The data collection technique in this study uses using various data collection methods including observation, namely direct observation of how the wage system is applied in the furniture business in the Sidorejo Islamic Boarding School (Ghony & Almanshur, 2017). While interview (Fathoni, 2011) used by involving all those related to the subject of the wage itself such as the workers and business owners of PPTQ mabel itself in order to obtain accurate information about the worker's wage system in the perspective of sharia law. Documentation is carried out to obtain secondary data by collecting documents and literature needed to obtain information related to a research (Arikunto, 1989).

The data analysis technique in this study was that the researchers first made observations in the home furniture industry in PP. Takhfidzil Qur'an in Sidorejo Village, then conducted interviews with people involved in the home industry and documentation in order to obtain data that can support this research. After collecting all the data, it will be reduced and then presented in the form of conclusions. In the stage of drawing conclusions from various categories, it will then be concluded as a final conclusion where these conclusions can answer the problems, especially those currently being researched, namely regarding the wage system for workers in the furniture of Pondok Pesantren Takhfidzil Qur'an Sidorejo.

## RESULT AND DISCUSSION

The wage system in this furniture business is that the wages of workers depend on the skills of the workers themselves, workers who work well and can save more raw materials will get wages commensurate with their work. Wages are given between eight thousand – one hundred thousand per day depending on the skills of different workers. Mechanism of wages for workers at PPTQ furniture located on Jl. Soekarno, Sidorejo Village, Pagelaran District, Malang Regency uses a weekly salary system. The matter regarding the wage setting system, starting from how much the salary is to when the salary will be given to the workers, has been notified by the furniture owner to the workers at the beginning before starting work.

To find out the remuneration system in the Furniture of Islamic Boarding Schools, Sidorejo Village, Pagelaran District, the researchers hereby conducted interviews with the owners and some of the workers.

#### 1. KH. Mudlofir

He is the owner of a furniture business at the Takhfidzil Qur'an Islamic Boarding School in Sidoerejo Village, Pagelaran District. The existence of this effort can create jobs for alumni of the PPTQ Sidorejo Islamic boarding school students and even students and the community can work here. Some of the students who left here opened a furniture business and could be considered successful in the furniture business. In the interview he said that in addition to his expertise in furniture, he also provided training and teaching for the students so that they could have skills in this field.

Regarding the remuneration system in this furniture business, the business owner stated in interviews that before the workers started working, the owner explained the amount of salary given according to the type of work and the level of difficulty in doing it. Wages are given between 80-100 thousand for each entry to work. The work done in this furniture includes cutting, carving, sanding and polishing. It has a different level of difficulty, if the wood cutting is not careful, the tool could injure the worker's body. Therefore, the wages given are relatively different according to the level of risk and difficulty. Wages are given to workers once a week which is given on Saturdays.

#### 2. Riki Riyanto

That person is one of the furniture workers there in the carving section, he is one of the students who still live in the cottage. According to him, before starting to work there, the owner provided an example or sufficient provision to be able to do the job properly and correctly. From that job, Mr. Riki can earn 90 thousand per day or every time he goes to work. Wages will be given once a week by the owner on Saturday. "Before I started coming here, I was told by Mr. Yai that this job would generate a wage of 90 thousand per day or every time I went to work according to the work I was doing. Wages are given every Saturday and are never late. Provided drinking coffee with breakfast and evening meals. (Riyanto, Interview, May 25, 2021).

#### 3. Mr Muzzaini

The father is a worker who has worked in this furniture for a long time. This man belongs to the alumni of the lodge and belongs to the people who live around the lodge. This man works in the wood cutting section where he also has to be smart in measuring and making the best use of wood so that wood can be used optimally in production. According to an explanation from him that before starting to work here he was directed and guided by the owner so that he could do the best work in furniture. Informed of the wages that will be given before doing the work. The wages given are 100 thousand every day or every time he goes to work according to the work he is doing. The salary will be given by the owner once a week on Saturday. And according to him that the owner is never late in giving wages. "I worked here for a long time when I was a student until I was out for almost 20 years. Pak Yai is very kind because he takes care of the workers. Before I could use the machine, Pak Yai gave me a lesson about the machine so that I can use it and can work until now. Before working, Pak Yai will tell you how much wages will be received in doing this work and the wages given are 100 thousand per day or every time he goes to work. Pak Yai gives wages every Saturday and is never late in giving wages." pak yai gave me a lesson about the machine so that i can use it and can work until now. Before working, Pak Yai will tell you how much wages will be received in doing this work and the wages given are 100 thousand per day or every time he goes to work. Pak Yai gives wages every Saturday and is never late in giving wages." pak yai gave me a lesson about the machine so that i can use it and can work until now. Before working, Pak Yai will tell you how much wages will be received in doing this work and the wages given are 100 thousand per day or every time he goes to work. Pak Yai gives wages every Saturday and is never late in giving wages." (Muzzaini, Interview, 27 May 2021).

#### 4. Alvin Nuril

He is a worker who works in PPTQ furniture, he is a new worker in this job and has no experience in furniture. But it doesn't matter according to him because working here is given guidance in working in furniture. Here he works as sandpaper and polishing the finished product. In his narrative before working here the owner told him about the salary and when the salary would be given. Salaries are not the same for everyone depending on the type of work and the level of difficulty. The salary given is around 80 thousand every day or every work entry which will be given once a week on Saturday. Salary is given on time and never late. "I started working here for about 2 years. Before I joined working here, Pak Yai was told that the salary given was not the same for every worker because it depended on the level of risk and difficulty. And I am here working as a

carpenter and measuring wood and I am paid 80 thousand for every work or per day. The wages for workers are very timely, namely every Saturday. The reason I work is to increase pocket money and in my opinion the wages are more than enough for me. (Nuril, Interview, 02 June 2021).

#### 5. Mr Jefri

Mr. Jefri is also one of the workers in PPTQ furniture. He has worked here for about 5 years. he works in the section of wood cutting and measuring. According to him, the salary here is sufficient to meet his daily needs. Before working, they are given a briefing so that they can work well.

The remuneration system in this furniture is given once a week to be exact on Saturdays and how to calculate it every time you go to work or every day. The value of wages depends on the type of work. For the type of work he does, he earns a salary of 100 thousand per day or every time he goes to work. I have worked here for almost 5 years and the wages I receive are more than sufficient to meet my daily living needs. "I work here measuring wood and cutting it and from my work I will get a salary of 100 thousand every day or every time I go to work. The wages are given once a week every Saturday. He was never late in giving wages to us (workers). All of that was explained before starting to work in this business." (Jefri, Interview, 03 June 2021)

#### 6. Mr. Qodir

This man is also considered a senior employee because he has been working for the company for almost 20 years. He is a community member who lives around the cottage environment and works in this furniture. He is proficient in all kinds of furniture work. But he took part in cutting and measuring. Where in that section will generate wages of 100 thousand per day. The wage system in this business is the same as described by other workers, namely before work, training and direction will be given regarding the work to be done. Provide salary in accordance with the agreement at the beginning and according to a predetermined day, namely on Saturday.

*"I have worked here for almost 20 years. I work here because, like everyone else, it is to fulfill my daily needs and thank God the wages given are more than enough to meet my daily needs. The wage is worth 100 thousand every day or every time I come to work and is given every Saturday. It was also mentioned earlier before starting work. The wages given are not the same depending on the type of work donen."* (Qodir, Interview 05 June 2021).

The following is an organizational structure in the furniture of the Tahfidzil Qur'an Islamic Boarding School, among others (Mudlofir, Interview, 27 May 2021),

**Table 1.** Research's Informant

No.	Name	Position
1.	KH. Mudlofir, SH	Owner
2.	Mr. Muzzaini	Worker
3.	Mr. Jeffrey	Worker
4.	Mr. Riki Riyanto	Worker

#### 1. Wage Giving System According to Shari'ah

Islam provides a good solution to the problem of wages and protects the rights of everyone, both business owners and workers, workers and employers are not allowed to violate each other's rights. Employers are not allowed to act cruelly towards workers and conversely workers are not allowed to violate the rights of employers. If all rights are obeyed, it will create justice and the formation of harmony for both parties. Therefore, Islam regulates the wage system for workers according to the recommended Islamic law.

The wage setting system in Islam includes: *first*, wages are mentioned before starting a job. In the hadith of the Prophet which reads: From Abi Saïd al Khudri ra. Indeed, the Prophet SAW said: *"Whoever employs a worker, his wages must be mentioned"* (HR Abdur Razak, the chain is cut off, and al Baihaqi from Abi Hanifah) the book Bulughul Maram Ibanatul Ahkam. From the hadith, it is known that if someone hires someone first, the person who employs it notifies the wages given to the worker after the work is completed. With this notification, workers will know and will carry out the mutually agreed contract.

*Second*, paying the wage of workers him before his sweat dries. The Prophet advised employers to pay workers' wages after completing all their work. The hadith reads as follows: "Give wages or services to those you work for before their sweat dries." (Suhendi, 2016). Knowing this, it is necessary to know that the purpose of

the Shari'ah al-ijarah is to provide relief to the people in their lives. One of these hadiths is that when the workers have finished their work, they should be immediately rewarded or paid to replace their sweat or efforts so that their tiredness is paid off properly.

Apart from The wage system that must be considered in the wage system values. The values of the principles of Islamic Economics in the wage system include (Rahman, 1995),

a. Providing fair wages

No one is allowed business owners act arbitrarily against workers by eliminating some of their rights or wholly owned by them. Wages are determined according to the work they do without any oppression so that everyone has the right to get a share that should be received from the results of their work without any action from the other party which is deemed unfair. The principle of justice has been established in the Qur'an Surah Al-Maidah: "Be fair. Because (fair) is closer to piety." (QS. al-Maidah [5]:8).

Fair is a very easy thing to say but difficult to implement. Uzair emphasized that the most important Islamic philosopher in the issue of wages is justice (Hafidhudin & Tanjung, 2008). Justice in Islam can be categorized into two, among others: *first*, fair means clear and transparent, meaning that before the worker is hired, it must be explained first how the wages will be received by the worker, which includes the amount of wages and the method of payment. *Second*, Fair means proportional, meaning that workers are paid according to the weight of the work they carry.

The principle of justice in Islam is contained in the word of Allah SWT in the Qur'an QS. Al-Jatsiyah 45[22], namely: "And Allah created the heavens and the earth with a right purpose, and that every soul is rewarded according to what it does, and they do not will feel aggrieved." In the verse above, according to Afzalur Rahman, it is explained that proper wages for workers are in accordance with what the workers have given in the process of their work. if in wages there is a reduction in wages accompanied by a lack of humanity, then this can be said to be unfair and can be called persecution. This paragraph can make it clear that the wages of each worker may not be reduced without any mistakes made by the worker in a production and also no more than what he does (Rahman, 1995). In another verse also explains about justice about what kind of recompense is in accordance with what has been done. There is a snippet of the verse of the word of Allah SWT. Al-Qur'an Surah An-Najm 53:39 namely: "And that humans only get what they have worked for." (Surat an-Najm 53:39).

The Word of God mentioned above confirms that a person gets a reward for work based on the type of work done. The assertion of Al-Faruqi that the principle of payment to workers is given equally without any difference to workers. Meanwhile, Maudi explained that the determination of wages for workers is allowed to give different wage values depending on the type of work. Islam highly values the abilities and expertise possessed by everyone, therefore salaries are allowed to differ from one place to another depending on the economic conditions and climate of a place, but such differences should not be measured. (Hafidhudin & Tanjung, 2008).

Judging from the meaning of fair itself, it is proportional, the meaning of proportional is that it depends on the results of each worker. because fair itself cannot be said to be equal to one another. Because what is meant by fair here is that the wages given to workers depend on the results of what each worker has done. So that workers in the furniture sector will get wages according to the level of difficulty and skill in mastering the machine.

b. Giving a decent wages

Wages to be given to workers should meet the concept of eligibility. Eligibility is meant to cover three aspects, among others, the first is sufficient for food (food), the second is clothing (clothing), and the third is a place to live (board). In addition, the wages to be given should have met the elements of feasibility and in accordance with the market in the same sense without any confinement of value.

The word of Allah SWT in QS. Asy-Syu'ara [26]:183, namely: "And do not harm people in their rights and do not run rampant on the earth by making mischief." Explaine means that the prohibition of a servant harming others, namely by reducing the rights that should be obtained. In a further sense, it is not allowed to pay someone's salary that is not in accordance with the average wage standard in general in the area.

In the PPTQ furniture business, there is a wage agreement that has been mentioned earlier by the business owner to workers as well as facilities such as food and drink that will be obtained while working. So the workers already know clearly about the nominal work wages and the facilities that will be obtained while working so that

all concerned will be mutually pleased. In the wage practice that has been applied by PPTQ furniture, it is in accordance with the recommendations of the Prophet contained in the following hadith: "Whoever employs someone, let him tell him his wages." (Narrated by Albaihaqi & Ibn Syaibah) (Masyhur, 1992).

In this case, the procedure that has been applied by PPTQ furniture is good, because it meets Islamic rules, which states that the determination of workers' wages must be stated at the beginning before work begins. The wage payment system applied in Sidorejo PPTQ furniture already meets the characteristics in Islam because the payment of wages is always on time, namely every Saturday in accordance with the agreement that was agreed at the beginning of work. According to interview data obtained from business owners and workers.

The justice applied to PPTQ furniture is already good, because the wages given by business owners to workers are not the same. The wages earned depend on the hard work, skills and skills of workers in doing a job. The wages given by the owner to people who work hard, have good skills and the skills of workers to save on materials will get a wage of Rp. 100,000 per day and people who do not meet the above criteria will get a lower wage, which is around 90-80 depending on the work that has been done by each worker. So, the justice applied to PPTQ furniture is good because it has gone well and is in accordance with the wage system in Islam.

The PPTQ furniture business applies a wage system that is in accordance with the wage system in Islam, one of which is eligibility. Eligibility is meant to be sufficient to meet the necessities of life from clothing, food, housing. In developing the level of welfare for the community in general, the Regional Minimum Wage (UMR), Provincial Minimum Wage (UMP) and District Minimum Wage (UMK) have been set. While in Malang City Government decided that the UMR in Malang in 2021 will follow the decision of the East Java Provincial Government which has increased the Provincial Minimum Wage (UMP) by Rp. 75,000. In other words, the Malang City government adjusts to the amount that has been decided and determined by the Governor of East Java, which is stipulated in the East Java governor's decree Number 188/498/KPTS/013/2020.

**Table 2. The Regional Minimum Wage (UMR) of Malang City and Regency in 2016-2021**

No	Year	Malang Regency UMK	Malang City UMK
1	2021	Rp. 3,068,275	2,970,502.00
2	2020	Rp. 3,018,275	2,895,502.00
3	2019	Rp. 2,781,564	2,668,420,18
4	2018	Rp. 2,574,807	2,470,073.92
5	2017	Rp. 2,368,501	2.272.160.50
6	2016	Rp. 2,188,000	2.099.000,00

From the data above, the income received by PPTQ furniture workers when calculated on average includes the UMR standard wage in Malang Regency is as detailed below; The daily wage is one hundred thousand IDR per day for one month ( $100,000 \times 30 = 3,000,000/\text{month}$  (Work Salary). With a daily meal allowance of ten thousand IDR for one month ( $10,000 \times 30 = 300,000/\text{month}$  (meal allowance). Thus, if the total wages of the workers are three million three hundred thousand rupiahs (3,300,000) per month. In the other hand, every day the employees are given wages of around Rp. 100,000 and in addition to getting wages, workers also still get food and drink facilities 2X a day. So every month workers bring wages of Rp.  $100,000 \times 30 = \text{Rp. } 3,000,000$ . from the calculation, it is included in the proper wages for the furniture workers in PPTQ furniture in Sidorejo Village. and in addition to the basic salary, sometimes workers are still given bonuses.

From the details above, it can be concluded that the justice applied by PPTQ furniture has met the UMK in Malang Regency and is in accordance with Islamic characteristics. According to the current UMK in Malang Regency through the Decree of the Governor of East Java Number 188/538/KPTS/013/2020. Whereas the UMK in Malang Regency is Rp. 3,068,275.36.

## CONCLUSION

The conclusion of this study shows that first, the amount of wages given to workers in accordance with the mutually agreed contract at the beginning. Second, wages are given on time according to the time that has been set. Third, the wages given are included as appropriate to be given to workers because they have met the

daily needs of the workers. Fourth, the wages given to workers are not the same depending on the work done while working.

However, this study has limitations on the object of this research was only one site, and it is also still limited to qualitative research that is natural and does not use statistical instruments. Further research is aimed at expanding on use other research methods and use a wider object in order to obtain more significant results.

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