



Analysis of Application of Contract Labor Wages with Job Performance Model (Case Study on Ninja Express in Tebing Tinggi)

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ARTICLE INFO

ABSTRACT

Article history:

Received: Des 19, 2021

Revised: Jan 22, 2022

Accepted: Feb 28, 2022

Keywords:

Application of Contract,
Labor Wages,
Job Performance

This study aims to determine the analysis of the application of labor wages with a job performance model (a case study on Ninja Express in Tebing Tinggi City). It can be ascertained that the salary provision is still informal, but Ninja Express has started to make a payroll system starting from job evaluation so that Ninja Express can design a fair salary structure. In addition, workers can also make consistent decisions in determining wage policies. Overall Ninja Express has provided allowances which are benefits such as health benefits such as the results of job interviews saying that Ninja Express has provided BPJS Employment benefits. Therefore, Ninja Express's workforce should use wages as an encouragement to work. In addition, the workforce always maintains or even improves performance, good performance to obtain greater achievements.

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1. Introduction

Wage is the right of the worker/labourer to be received and expressed in the form of money as a reward from the entrepreneur or employer to the worker/labourer which is determined and paid according to a work agreement, agreement, or statutory regulations, including allowances for workers/laborers and their families for a job and/or service that has been or will be performed. The purpose of setting the minimum wage is to improve the standard of living of workers in accordance with their living needs, therefore the determination of the minimum wage is based on the Decent Living Needs (KHL). Giving fair and worthy wages will trigger the performance of the workforce, they will be excited when wages are balanced with what they have done. A balanced wage will motivate workers to work more optimally in the company, of course, it will also have an effect on company income, but if the wages are not balanced, the workforce will work less than optimally. While wages are useful for output and efficient, companies must be aware of the difficulties that arise from an intensive wage system. Companies or business entities that are Indonesian economic actors are expected to be able to absorb the workforce of the Indonesian people so that they can lift people out of poverty. The expansion of employment opportunities is one of the economic dimensions of employment, because through employment opportunities economic growth can be created and increase people's purchasing power. The creation of job opportunities is carried out by growing the business world through several policies, including the fields of production, monetary, fiscal, distribution, prices and wages, export-import, as well as in the field of manpower. Thus, every policy-making in expanding employment and employment opportunities always has a political economy dimension. Wages are an important role in the employment relationship (employment agreement), because the main purpose of a worker working in a company is to get a wage. Wages are the main obligation for entrepreneurs which are given in a timely manner.

Government intervention in determining the amount of wages for contract workers is important in order to ensure that the wages received by workers are not too low so that they cannot meet even the minimum living needs of workers. The government also has a very important role in determining wage standards,



because wages/salaries are a basic right for workers/laborers who have a very sensitive nature. So in the provision of wages it can often lead to disputes. The following is the minimum wage for the city of Tebing Tinggi.

Table 1.
Employee Minimum Wage

MUNICIPALITY	MSE 2020	MSE 2021
Tebing Tinggi (District)	Rp 2,537,875.72	Rp 2,537,875.72

Source: Gajimu.com/Garmen - UMP/UMK

The main obligation for the company is to pay wages to its workers in a timely manner and in accordance with the minimum wage standards set in the area where the company was founded. However, today there are still many companies that violate the minimum wage provisions that have been set by the government for ninja express employees who usually get bonus wages from the process of sending goods to consumers. The following are the wages for ninja express contract labor in the city of high cliffs:

Table 2.
Labor Pay at Ninja Express

Position	Salary/Month
Operational Admin	IDR 2,100,000
Driver	IDR 2,000,000
Courier	IDR 1,800,000

Source: Ninja Express

In general, the total income of each courier can reach IDR 2,000,000 to IDR 3,000,000 per month. This income is still quite high and not much different from the salaries of couriers in many other delivery services in Indonesia. That is, having a basic salary with a nominal acquisition that does not match the UMK/UMR where the agent is located. So, the salary cannot be generalized. Judging from this problem, the wages given to employees are still far below the minimum city wages that have been set. Improper application of wages will have an impact on the survival of contract workers.

Table 3
Additional Wages for Labor at Ninja Express

Courier	Wages
Per Package	IDR 2,000
Gasoline Money	IDR 40,000

Source: Ninja Express

Especially for contract workers, they can earn less than IDR 2,000,000. Because they are freelancers, couriers are free to work or not every day. If you want to work, contract couriers get a salary of Rp. 2,000 or Rp. 3,000 per package. In general, all couriers have the same duties and mandates. That is, sending goods/packages to the intended address on time and in good condition (no damage). The duties and mandates of the courier courier are simple, but have a big responsibility in their implementation. The difference is, if you become a courier at the Ninja Van company, you can be fined if there is damage during shipping.

2. Methods

2.1 Location and Time of Research

This research was conducted at Ninja Express Kota Tebing Tinggi Jalan Berlian Kota Bayu

2.2 Data Source

According to (Sugiyono, 2015) The type of data is divided into two, namely Primary data, namely data sources that directly provide data to data collectors. In this study, primary data in the form of data from questionnaires and interviews conducted by researchers.

a. Informant

Research informants are people who can provide information. Research informants are people, objects or organizations/companies whose nature is being investigated. Research informants in this study are contract workers for Ninja Express City of Tebing Tinggi and the party in charge of Ninja Express City of Tebing Tinggi.

b. Contract Labor

Ninja express employees of Tebing Tinggi city who work in an agency with a certain time of work based on an agreement or contract can also be called a Specific Time Work Agreement (PKWT).

2.3 Data Analysis Method

Data collection techniques carried out are by:

- a. Interview
According to (Sugiyono, 2015) Interviews are a data collection technique if the researcher wants to conduct a preliminary study to find problems that must be investigated, but also if the researcher wants to know things from the respondents more deeply.
- b. Documentation
That is the process of finding data about things or variables in the form of notes, transcripts, books, newspapers, magazines, inscriptions, meeting minutes, agendas and so on. In this case, the author collects data with archives, books and so on that are available in the library and at the high cliff ninja express.

2.4 Data Analysis and Processing

So that in this study the researchers used data analysis techniques, namely the Miles & Huberman model in (sugiyono, 2017) with the stages of data collection, namely:

- a. Data reduction (data reduction) is selecting and focusing on what is important and summarizing the main data. In data reduction, field reports are summarized, the main things selected, focused on the important things, looking for themes or patterns. So field reports as raw materials are shortened, reduced, compiled more systematically, so that they are easier to control. The reduced data provides a sharper picture of the observations, also makes it easier for researchers to find the data obtained when needed. Data reduction can also help in coding certain aspects.
- b. Data Display (Data Presentation) according to Miles Huberman in (sugiyono, 2017) mentions that what is often used in presenting data in qualitative research is narrative text. So that researchers are not drowned by the data collection, therefore in order to see the overall picture or certain parts of the research, it is necessary to make an effort to make measuring tools, namely interview guidelines, observation guidelines and documentation guidelines.
- c. Classification of Data (Withdrawal of Conclusions and clarification) Since the beginning the researcher tried to find the meaning of the data he collected. For this reason, researchers look for themes, patterns of relationships, similarities, things that often arise, and so on. So the data obtained from the beginning try to draw conclusions. At first, the conclusion was still very vague, doubtful, but with increasing data, the conclusion would be more complete, so the conclusion must always be verified during the research until a final conclusion is reached.

3. Discussion

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4. Conclusion

Based on the results of the study, the discussion of research results can be concluded:

- a. Based on the research results of paying full day wages or working freelance, the income of both will be accumulated every month. In general, the total income of each courier can reach IDR 2,000,000 per month and is still below the minimum wage for the City of Tebing Tinggi.
- b. Implementation of the payroll system in the ninja express contract workforce in Tebing Tinggi City which is still not appropriate or far from the Regional Minimum Wage that has been set by the regional government. This, of course, could be the main reason for the decline in the work done by contract workers.
- c. Wage management in Ninja Express, Wages system time the amount of wages is set based on time standards such as hours, days, weeks, or months. Wage result system, the amount of wages is determined on the unit unit sent to the consumer. The piece rate system is a method of remuneration in which the determination of the amount of services is based on the volume of work and the amount of work done.
- d. The provision of wages for contract workers is in accordance with the performance of an employee. Employees are the spearhead of the company's success in realizing its goals. Therefore the company must be able to maintain the performance of an employee's performance.

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