

Mudhorobah At Micro Small Medium Enterprise "Small and Strong"

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ABSTRACT

This research aims to find out the self regulating profit and loss sharing (PLS) facing the increase of regional minimum wage (RMW) at micro small and medium enterprise (MSME) in Indonesia. The background of this research the existence of wage conflict and the threat of urgency of MSME due to the policy of RMW. The theory used is the self regulating of Ediorno and theory profit and loss sharing of Ibn kaldun. The method used case study research conducted on MSME PtM in 6 districts in Lampung Province. Based on its explanation level, this study is a descriptive-comparative study. While based on its objectives, this research is applied research . Processed data are PLS of PtM and RMW in Lampung Province. This study is important to show the self regulating profit and loss sharing (PLS) at MSME as solution wage problem. The results showed that; MBM in MSME PtM has self regulating against UMR increase. The results of this study are in line with Ibn Taimyah "iwad al mithl", Ibn Khaldun "profit sharing as a fair way of dividing the production surplus", Zubair "gharor on the wage system because of prefixed like interest", Ediarno "wage system makes the economy not self regulating, high risk of crisis, perennial-wage conflict ", Setiawan " PLS system works better in generating profitability, more equitable in distributing wages, and creating higher productivity ", Keynes " wege rigidity causes self-regulating failure " , Pigou "elastic wage model (plasticity of wage) for the economy to be adaptive" self regulating ". The result of the study differs from Smith's thought that "classical economic flow" of the wage system in the production system would be "self-regulating," Ricardo's idea of the new clasical economy "the classical market economy mechanism of surplus production rights of employers (employers)." Also different from Marx the right of surplus production belongs only to the workers.

Keywords: Regional Minimum Wage, Profit and Loss Sharing, Self Regulating, MSME

INTRODUCTION

The government is responsible for realizing the welfare of its people. Creating a set of rules that can ensure the fulfillment of the needs of the whole society is a government obligation in Islam (Huda: 2012; 1). The welfare of the people, especially workers, is reflected in the wages received. The government makes minimum wage regulations (RMW). RMW as a wage that will reflect a decent life (prosper economically). The assumptions of RMW benefits apply in ideal conditions. The increase in the RMW will increase labor supply, meaning that someone will offer his energies to the company rather than self-employment if there is an increase in the RMW (Sholeh, 2005: 25).

According to Pratomo (2011: 5) the implementation of minimum wage policy in accordance with the 1945 Constitution article 27 paragraph 2 on decent living. According to Agustine (2013: 45), that «legally», the RMW set by the government is a safety net for companies to pay minimum wages in the hope that the basic needs for workers' lives are relatively close to affordable. Workers receiving RMW will increase their status so that they are not classified as poor, such as research in Riau 2014 by Riva. According to Komro, (2016) a minimum dollar wage increase above the federal wage rate is associated with weight loss with weight loss of 1% to 2% and a 4% decline in postnatal mortality.

The ideal conditions under which RMW comes into force have never occurred in reality (Gittings, 2016). Entrepreneurs want low minimum wage provisions because wages are seen as a burden for employers, whereas workers require a high minimum wage because wages are income, from this condition the RMW is always conflict. Zubair (2015) «gharor on the wage system due to

prefixed like interest. The wage system in production will always lead to conflict and unemployment conditions as stated Keynes «wage rigidity causes self-regulating failure».

Some studies of adverse impacts of RMW, minimum wages have a negative effect on the welfare of the population, the increase in the minimum wage contributes to unemployment. According to (Basu, 1999), (Couch, 1999), (Makasau, 2007), (Nugroho, 2012), (Pitartono, 2012), (Putro, 2013). According to Dube (2016) Minimum Wage The minimum wage has a considerable negative effect on labor absorption, Fraja (1999) due to the determination of minimum wage, then the company will make the working conditions harder. According to Macpherson (2002) the entry into force of the minimum wage will result in approximately 131,000 to 222,000 workers who lost their jobs. According to Fernandez (2016) there is a debate on the coordination of minimum wages at the level of the European Union (EU). RMW is a capitalist wage model, where wages are a burden for employers. RMW is always experiencing a wage conflict that entrepreneurs want a low RMW, while trade unions demand a higher RMW.

Based on the conventional economic perspective, wages are a burden to be borne by the businessmen / investors, so that investors always want light burden (wage). Meanwhile, from the worker perspective, wages are a source income for welfare, so that workers want higher wages, in order to increase their welfare. From this different point of view, RMW as the conventional wage will never be solution and will always cause problems.

RMW in Lampung Province also always increase, in year 1996 value of RMW Rp. 114.000 and in year 2016 RMW Rp.

1.581.000 means RMW for 20 years increased by 1,286%, but the wage conflict is not completed. The RMW impact for Micro, Small and Medium Enterprises (MSME) will be fatal due to the fact that the company is not able to pay the minimum wage whereas MSME is an urgent sector in the Indonesian economy (Amalia, 2009).

Indeed Islam with its monetary system has profit and loss sharing (PLS) system to overcome the wage problem. In Lampung, one of the MSME to apply PLS is Puti Minang Group (PtM) by applying Model Bismillah Mato (MBM). So the employees do not get a certain nominal of salary, but they get profit share proportion, while the amount of the wage will be known after the business is run. Based on the background problem above, so the issues which will be discussed is: PtM does not use RMW, Can PLS system give nominal wage which is greater than RMW ?

METHODS

This research is a case study research. Based on its explanation level, this study is a descriptive-comparative study. A descriptive research is the kind of research that provides description of a situation clearly without any object treatment under study, comparative research means are comparing. While based on its objectives, this research is applied research. The data used is the financial profit

sharing report of Puti Minang Group at the initial time and last year studied (2016), and the RMW in 2009 and RMW in 2016 from BPS Lampung Province. Research location in 6 regencies / cities in Lampung Province in Indonesia. The data used for profit sharing report from 392 informants and RMW Lampung Province. Data source from PtM's financial section, and BPS of Lampung Province. Using hypothesis test with different test equipments with two samples (independent sample t test) and Descriptive analysis (Mean, Maximum, Minimum). Hypothesis statement: the average value of PLS PtM MBM is greater than the value of RMW.

RESULTS AND DISCUSSION

Comparison PLS and RMW With one sample t-test

To know the comparison between the PLS and RMW it is used one sample t-test With SPSS 15 software. RMW Lampung Province in 2009 is Rp. 691.000 and in 2016 is Rp.1.581.000, then obtained the following output in Table 1.

From the table 1, it is known that The conclusion is that H_0 is rejected. So it can be concluded that it is true that 95% of confidence level statistically is proven, that significantly the average PLS in 2009 is bigger than the RMW in 2009, without

Table 1. Output Comparison PLS and RMW

one sample Test						
diskriptio	t	df	Sig (2-tailed)	mean difference	95%confidence interval of the Difference	
					lowwer	upper
pls 2009	7.159	392	,000	888666,6	64053,6	1136798
pls2009x	7,552	378	,000	739163.9	543375.3	934952.6
pls2016	10.496	392	,000	1452500	1175873	1729127
pls2016x	11.257	378	,000	1292090,2	1062491	1521689

entering the data of PLS for manager is bigger than the RMW in 2009, the average PLS in 2016 is bigger than the RMW in 2016, and the average PLS in 2016 excluding the data of PLS for manager is bigger than the RMW in 2016. So statistically with a 95% confidence level it can be ascertained that the value of PtM revenue sharing in 2016 exceeds the RMW of 2016, so all PtM workers earn money PLS of 2016 is greater than the RMW 2016.

The results of this study into the real evidence Ediarno statement that the PLS will lead to self-regulating. Self Regulating is able to regulate itself, can neutralize fluctuations automatically so that the economy free from fluctuations, always in a state of full employment so that the economic crisis does not happen, (Ediarno, 2016).

Comparison PLS and RMW by deskriptif

Based on Table 2. it is known that PtM with the MBM gives money exceeds the RMW in 2016 whereas RMW 2016 has increased by 1,286% for 20 years, up 13% from RMW

2016. This result proves that despite the increase of RMW by 13% the share of MBM PtM still has self regulating / adaptability capability to increase RMW, there is even MBM with the lowest profit-sharing value as much as three times RMW 2016 as in PtM Suplyer. The results of this study are in accordance with the results of Setiawan's research (2016) «profit sharing system works better in generating profitability, more equitable in distributing wages, and creating higher productivity.

Comparison PLS in 2015 with 2016

Self-regulating ability among PtM The MBM is contained in Table 3.

Auto Self regulating PtM compares between the MBM with the previous year's MBM. Table 3. Provide important information that is based on the ratio of the value known to the majority of MBM PtM has increased. So the general conclusions of 16 PtM as much as 14 PtM or (88%) have made visible progress from the positive change of MBM value obtained, two PtM decreased MBM.

Table 2.Comprison Mean, Maximum and Minumum PLS with RMW

Name PtM	RMW 2016	MBM Mean	Δ	%	MBM Max	Δ	%	MBM Min	Δ	%
RPA	1581	3069	1488	94	4309	2728	173	2114	533	34
Darrusalam	1581	3729	2148	136	6213	4632	293	2752	1171	74
Hj.ir.Pahoman	1581	2681	1100	70	4258	2677	169	1919	338	21
Hj.ir.Pengajaran	1581	4309	2728	173	6954	5373	340	2559	978	62
Lab.Ratu	1581	3036	1455	92	5334	3753	237	1758	177	11
Tj Seneng	1581	3839	2258	143	5741	4160	263	2798	1217	77
Palapa	1581	4004	2423	153	6526	4945	313	2921	1340	85
Gd. Meneng	1581	3493	1912	121	5083	3502	222	2685	1104	70
Sumur Batu	1581	3720	2139	135	6178	4597	291	2755	1174	74
Pahoman	1581	3784	2203	139	6668	5087	322	1779	198	13
pesawaran	1581	4695	3114	197	7799	6218	393	2959	1378	87
Pringsewu	1581	5786	4205	266	10607	9026	571	3071	1490	94
Hjmena	1581	5554	3973	251	10591	9010	570	2553	972	61
Cdmas	1581	4018	2437	154	6359	4778	302	2828	1247	79
Suppyer	1581	4739	3158	200	6831	5250	332	3634	2053	130
Bdjaya	1581	3565	1984	125	5061	3480	220	2710	1129	71

Resource : Result , 2017.

Description ; Δ; changes when compared to RMW 2016 (1,581,000).

Table 3. Compare MBM Money 2015 with MBM 2016 (in 000)

Name PtM	Mean			Maximum			Minimum		
	th2015	Th2016	Δ	Th2015	Th2016	Δ	Th2015	Th2016	Δ
RPA	3068	3069	1	4212	4309	97	2381	2114	-267
Darusalam	2587	3729	1142	3913	6213	2300	1718	2752	1034
hj.ir pahoman	2471	2681	210	5003	4258	-745	1710	1919	209
hj.ir. Pengajaran	2253	4309	2056	4542	6954	2412	1739	2559	820
Lab. Ratu	3234	3036	-198	5056	5334	278	2058	1758	-300
tj.seneng	2894	3839	945	4976	5741	765	2102	2798	696
Palapa	3293	4004	711	4973	6526	1553	2330	2921	591
Gd. Meneng	4279	3493	-786	7513	5083	-2430	2782	2685	-97
Sumur batu	2968	3720	752	5215	6178	963	1702	2755	1053
Pahoman	2993	3784	791	5719	6668	949	1723	1779	56
Pesawaran	3981	4695	714	7262	7799	537	2818	2959	141
Pringsewu	4142	5786	1644	8004	10607	2603	2076	3071	995
Hjmena	4276	5554	1278	9611	10591	980	1760	2553	793
Cdmas	3470	4018	548	7050	6359	-691	1805	2828	1023

Source : Result, 2017

The decrease of MBM is still above RMW which has been up 13%. The results of this study are in accordance with Ibn Khaldun «profit sharing as a fair way to divide the production surplus».

These results are concrete evidence of the true opinion that MBM has self-regulating, using the MBM model all resources should be used in full employment conditions, no one should be unemployed or wasteful. All resources must work together in order to obtain the expected revenue share. The results showed that; MBM in MSME PtM has self regulating against RMW increase. The results of this study are in line with Ibn Taimyah «iwad al mithl», Keynes «wage rigidity causes self-regulating failure,» Pigou «the plasticity of wage model for the economy to be adaptive» self regulating «.

The result of the research differs from Smith's thought that «classical economic flow» of the wage system in the production system would be «self regulating», since RMW always creates a wage conflict and always the winner, the workers are always oppressed. The results of this study differ

from Ricardo's idea of the new classical economy «the classical market economy mechanism of surplus production rights of employers (employers)». The result of this study is different from Marx's production surplus rights belonging only to the workers, in the MBM the production surplus is the common property of the workers and the financiers.

Why? the business with the MBM model is demanded good synergy in all parts because with the MBM is not certain, the profit sharing is also uncertain. The revenue share will be known after the difference with the RMW that has been known how much its value since set. Business with the pattern PLS if not in good synergy then it will affect the results of the business that will impact on the results that will be accepted. The results of this study in accordance with the revelation of Nafik (2008: 11) MBM system is a tool that will generate greater efficiency for industrial workers, because there is a share of the profits they earn are expected to be more active and diligent to maintain goods and tools production. So as they become more active the parts for them

will increase and the entrepreneur gets an increased profit.

The result of this research is a real proof of mudharobah superiority in MBM model such as Qurashi (2007: 155), that with mudharobah will get many benefits that is: first, mudharobah harmonize workers and capitalist, raise the workers by changing it from just tool in production process to position partners. Second, mudharobah can increase the production of workers, as well as encourage workers' interest in the success of trade and the plans at hand. Third, mudharobah fosters job income by increasing the share earned during profit-seeking, so mudharobah helps in saving or facing unusual spending. Fourthly, mudharobah prevents unemployment by building lasting relationships between property owners and workers. Fifth, mudharobah opens the door of economic cooperation between capital owners and workers on a fair ground. Sixth, in fact mudharobah avoid the expansion of individual capital because the profits must be distributed in a fair way between the two parties. Claudiu Hanet in Qurashi (2007: 15) says mudharobah meaning takes advantage of benefits to make it happen and the danger of loss to avoid it', this far-reaching view is a natural education for the potentials of a noble human mind. Prodon in Qurashi (2007: 16) mudharobah can create and renew, meet needs, and solve various problems. Mudharobah is like the spirit of creating everything, mudharobah is the original economic potential because it is always awake, does not spend its resources, be vigilant in prosperity, very brave in difficulty, respect opinion, visualize form, put boundaries, argue, orders, rules, and moves jobs, capital and commerce! That is his head and these are his members, his master walks accompanied by his glory.

The profit sharing model is greatly appreciate human values and based on the natural effort, where the real results will be a benchmark in wages. By profit sharing model, the capital owners do not make wages as a cost, since the actual costs are those costs arising in order to generate profits. Without any wage as the cost, meaning that the capital owners (entrepreneurs) will have the appropriate opportunity for business development / expansion.

On the other hand, the profit sharing model will motivate employees to achieve the biggest profit because the greater the profit obtained, it will have an impact on the amount of profit result that will be received, and the smaller the profit is earned, the less profit sharing will be received. The profit sharing model will be motivated, so that in this profit sharing system, the employees with the same job will be able to obtain different real results in business branches. The wage model of profit sharing trains the employees not to be so concerned with the work position, but they will be very concerned with the real results of the business carried on because these results will be shared.

With the above framework, it can be concluded that the PLS is avoided from wage determination conflicts between capital owners and workers. By this profit sharing model, so there will be high motivation to increase productivity in order to obtain greater results. The greater results will have an impact on the acceptable result, so by this profit sharing model, it will exceed the RMW.

CONCLUSION

The total nominal for the PLS will fluctuate according to the real income of the fund utilization. MBM PtM has Self regulating to the RMW increase as evidenced by all the average PtM revenue share in 2016 exceeds

the regional minimum wage. All the average nominal PLS used PtM in 2009 and 2016 can exceed RMW, so the PLS as the substitution of RMW in micro, small and medium enterprise Indonesian. Government to try to make policy of PLS model as determinant of labor wage. ◀

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