

ABSTRAK

St. Syahriwulan. 105 251 100 320. 2024. Analisis Sistem Pengupahan pekerja Musiman dalam Akad Ijarah (Studi terhadap Upah pekerja Musiman di Kampong Coffee Kecamatan Baraka Kabupaten Enrekang).

Penelitian ini menggunakan metode kualitatif bertujuan untuk mengkaji bagaimana Sistem Pengupahan dan Kontrak kerja pekerja musiman di Kampong Coffe Kecamatan Baraka Kabupaten Enrekang. Mengajukan dua permasalahan pokok yaitu 1) Sistem kerja Pekerja Musiman di Kampong Coffee dan 2)Kontrak kerja pekerja Musiman di Kampong Coffee.

Penelitian ini dilaksanakan di Kecamatan Baraka Kabupaten Enrekang yang berlangsung 2 bulan mulai dari Mei sampai Juni 2024. Teknik pengumpulan ini adalah field research atau metode deskriptif kualitatif di peroleh dari data primer dan data sekunder. Pendekatan penelitian yang dilakukan skripsi ini adalah pendekatan yang bersifat deskriptif berupa kata-kata tertulis maupun lisan dari pelaku yang diamati. Teknik pengumpulan data yang digunakan adalah Observasi, Wawancara dan Dokumentasi. Adapun teknik analisis data ialah yaitu menggunakan analisis data kualitatif.

Dari penelitian menunjukkan bahwa dari Sistem kerja yang dikerjakan pekerja masing-masing sudah disepakati dan jelas jenis pekerjaan, jam kerja dan perolehan upah yang diterima oleh pekerja sesuai dengan kesepakatan antara pekerja dan pemilik, pada bagian Kontrak kerja kekurangannya ialah tidak adanya perjanjian hitam diatas putih berupa tanda tangan Kontrak kerja yang dimana berarti pekerja memiliki kelemahan hukum yang dimana itu salah satu hal pokok penting yang diharapkan apabila sewaktu-waktu terjadi kecelakaan kerja, para pekerja bisa mendapatkan kompensasi berupa biaya perawatan. Kedepannya diharapkan menjadi perhatian khusus bagi setiap penyedia lapangan kerja agar memperhatikan hak pekerja baik musiman maupun pekerja tetap.

Kata Kunci: Sistem Pengupahan, Pekerja Musiman, Akad Ijarah

ABSTRAC

St. Syahriwulan. 105 251 100 320. 2024. Analysis of the Wage System for Seasonal Workers in Akad Ijarah (Study of Seasonal Worker Wages in Kampong Coffee, Baraka District, Enrekang Regency).

This research uses a qualitative method to study how the Rewage System and Contracts for the work of seasonal workers in Kampong Coffe, Baraka District, Enrekang Regency. Submitting two main issues, namely 1) Seasonal Worker Work System at Kampong Coffee and 2) Seasonal Worker Work Contract at Kampong Coffee.

This research was carried out in Baraka District, Enrekang Regency which lasted 2 months starting from May to June 2024. This collection technique is a field research or qualitative descriptive method obtained from primary data and secondary data. The research approach carried out by this thesis is a descriptive approach in the form of written and oral words from the observed perpetrators. The data collection techniques used are Observation, Interview and Documentation. The data analysis technique is to use qualitative data analysis.

From the research shows that from the work system carried out by each worker, it has been agreed and clear that the type of work, working hours and wage acquisition received by workers in accordance with the agreement between workers and owners, in the work contract section the deficiency is the absence of a black and white agreement in the form of a labor contract which means that workers have legal weaknesses which is one of the important main things that are expected if at any time there is a work accident, workers can get compensation in the form of treatment costs. In the future, it is expected to be a special concern for each employment provider to pay attention to the rights of both seasonal and permanent workers.

Keywords: Wage System, Seasonal Workers, Ijarah Agreement