

ABSTRAK

Nurul Hidayah, NIM 105251102022, ANALISIS HUKUM EKONOMI SYARIAH TERHADAP SISTEM PENGUPAHAN PEKERJA MUSIMAN DALAM AKAD IJARAH (Studi Terhadap Upah Pekerja Penanam Padi Di Kelurahan Bosso, Kecamatan Walenrang Utara, Kabupaten Luwu). Program Studi Hukum Ekonomi Syari'ah (Mu'amalah) Fakultas Agama Islam Universitas Muhammadiyah Makassar. Dibimbing oleh Hasanuddin dan Fakhruddin Mansyur.

Penelitian ini dilatarbelakangi oleh praktik sistem pengupahan harian pekerja musiman penanam padi yang masih bersifat tradisional dan informal dalam masyarakat agraris, khususnya di Kelurahan Bosso, Kecamatan Walenrang Utara, Kabupaten Luwu. Sistem pengupahan yang dibangun atas dasar kebiasaan dan kesepakatan lisan sering kali belum sepenuhnya memberikan kepastian dan perlindungan hukum bagi pekerja, sehingga menimbulkan persoalan keadilan dalam hubungan kerja. Penelitian ini bertujuan untuk menganalisis mekanisme penetapan dan pelaksanaan sistem pengupahan harian bagi pekerja musiman penanam padi serta meninjaunya berdasarkan prinsip-prinsip akad *ijarah* dalam perspektif hukum ekonomi Islam. Penelitian ini menggunakan pendekatan kualitatif dengan jenis penelitian lapangan (*field research*). Data diperoleh melalui wawancara mendalam dengan pekerja musiman penanam padi dan pemilik sawah, observasi langsung di lokasi penelitian, serta dokumentasi pendukung. Data yang terkumpul dianalisis secara deskriptif-analitis dengan menggunakan pendekatan normatif-yuridis untuk menilai kesesuaian praktik pengupahan dengan prinsip akad *ijarah*.

Hasil penelitian menunjukkan bahwa penetapan upah harian dilakukan melalui kesepakatan lisan sebelum pekerjaan dimulai dan telah memberikan kejelasan mengenai besaran upah. Namun, dalam pelaksanaannya masih ditemukan kelemahan, terutama pada aspek ketepatan waktu pembayaran upah serta kejelasan jam dan masa kerja. Ditinjau dari perspektif hukum ekonomi Islam, sistem pengupahan tersebut telah memenuhi sebagian prinsip akad *ijarah*, khususnya kejelasan *ujrah* dan kerelaan para pihak, tetapi belum sepenuhnya sesuai dengan prinsip keadilan dan kepastian hukum karena masih terdapat unsur ketidakjelasan dan keterlambatan pembayaran upah.

Penelitian ini menyimpulkan bahwa sistem pengupahan harian pekerja musiman penanam padi di Kelurahan Bosso memerlukan penyempurnaan agar lebih sejalan dengan prinsip akad *ijarah* dalam hukum ekonomi Islam. Penelitian selanjutnya disarankan untuk memperluas objek kajian dan mengkaji model kontrak kerja pertanian yang lebih formal dan berkeadilan guna memperkuat perlindungan hak pekerja di sektor agraris.

Kata Kunci: Sistem Pengupahan, Pekerja Musiman, Akad Ijarah, Hukum Ekonomi Islam, Pertanian.

ABSTRAC

Nurul Hidayah, Student ID 105251102022, SHARIA ECONOMIC LAW ANALYSIS ON THE WAGE SYSTEM OF SEASONAL WORKERS IN IJARAH CONTRACTS (A Study on the Wages of Rice Planting Workers in Bosso Village, North Walenrang District, Luwu Regency). Sharia Economic Law (Mu'amalah) Study Program, Faculty of Islamic Religion, Muhammadiyah University of Makassar. Supervised by Hasanuddin and Fakhruddin Mansyur.

This research is motivated by the practice of the daily wage system for seasonal rice planting workers, which is still traditional and informal in agrarian communities, particularly in Bosso Village, North Walenrang District, Luwu Regency. The wage system, which is based on customary practices and verbal agreements, often does not fully provide certainty and legal protection for workers, thereby causing issues of justice in employment relationships. This study aims to analyze the mechanism of determining and implementing the daily wage system for seasonal rice planting workers and to examine it based on the principles of ijarah contracts from the perspective of Islamic economic law. This study uses a qualitative approach with a type of field research. Data were obtained through in-depth interviews with seasonal rice planting workers and landowners, direct observation at the research site, as well as supporting documentation. The collected data were analyzed descriptively and analytically using a normative-juridical approach to assess the compliance of wage practices with the principles of ijarah contracts.

The research results indicate that the determination of daily wages is carried out through verbal agreements before the work begins and has provided clarity regarding the amount of wages. However, in its implementation, weaknesses are still found, particularly in terms of the timeliness of wage payments as well as the clarity of working hours and employment duration. From the perspective of Islamic economic law, this wage system has fulfilled some of the principles of the ijarah contract, particularly the clarity of compensation and the consent of the parties, but it has not fully complied with the principles of justice and legal certainty due to the presence of elements of ambiguity and delays in wage payments.

This study concludes that the daily wage system for seasonal rice-planting workers in Bosso Village needs improvement to better align with the principles of the ijarah contract in Islamic economic law. Further research is recommended to broaden the scope of study and examine a more formal and equitable agricultural employment contract model to strengthen the protection of workers' rights in the agrarian sector.

Keywords: Wage System, Seasonal Workers, Ijarah Contract, Islamic Economic Law, Agriculture.