

THESIS
THE REVIEW OF ISLAMIC LAW ON THE SALLARY
SYSTEM FOR OUTSOURCING WORKERS AT PT
TRIMITRA PUTRA MANDIRI JAKARTA



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DEPARTMENT OF ISLAMIC ECONOMICS LAW

FACULTY OF SHARIA

UNIVERSITY OF DARUSSALAM GONTOR

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**THE REVIEW OF ISLAMIC ON THE SALLARY SYSTEM FOR
OUTSOURCING WORKERS AT PT TRIMITRA PUTRA MANDIRI**

JAKARTA

THESIS

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ABSTRACT

THE REVIEW OF ISLAMIC ON THE SALLARY SYSTEM FOR OUTSOURCING WORKERS AT PT TRIMITRA PUTRA MANDIRI JAKARTA

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The Sallary system for outsourcing workers is an important aspect in maintaining workers' welfare and creating harmonious working relationships. However, Sallary practices in some companies are often not in accordance with the principles of justice, both in terms of payment accuracy and contract transparency. This research aims to examine the Sallary system for outsourcing workers at PT Trimitra Putra Mandiri from the perspective of Islamic law. The formulation of the problem raised is how the Sallary system for outsourcing workers is applied in the company and how Islamic law reviews on Sallary system. This research uses a descriptive qualitative method on field research approach. Data collection techniques include observation, semi-structured interviews with the company and workers, and documentation data. The analysis of data technique is used inductively, by connecting the facts in the field with the relevant principles of Islamic law. Based on theory of ijarah contracts in Islam, the Sallary system must include clarity of contract, fairness of payment, and transparency in the employment contract. The results show that the Sallary system at PT Trimitra Putra Mandiri has weakness, such as late sallary, discrepancies of the amount of Sallary with the contract, and lack of transparency regarding the process of determining Sallary. The discussion reveals that this condition is not in line with the principle of justice in Islam which emphasizes the importance of good sallary payment system according to contract. This study concludes that the Sallary system at PT Trimitra Putra Mandiri needs evaluation by corporate to be in accordance with the principles of Islamic law. This improvements include increasing transparency, guaranteeing timely payment, and aligning the Sallary system with the values of social justice in Islam. The sugestion Sallary system at PT Trimitra Putra Mandiri can be harmonious, fair, and sharia-compliant.

Keywords : *Outsorcing; Sallary System; Ijarah Contract; Islamic Law.*

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ABSTRAK

TINJAUAN HUKUM ISLAM TERHADAP SISTEM UPAH PEKERJA OUTSOURCING DI PT TRIMITRA PUTRA MANDIRI JAKARTA

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Sistem pengupahan bagi pekerja alih daya merupakan salah satu aspek penting dalam menjaga kesejahteraan pekerja dan menciptakan hubungan kerja yang harmonis. Namun, praktik pengupahan di beberapa perusahaan sering kali tidak sesuai dengan prinsip-prinsip keadilan, baik dari segi ketepatan pembayaran maupun transparansi kontrak. Penelitian ini bertujuan untuk mengkaji sistem pengupahan pekerja outsourcing di PT Trimitra Putra Mandiri dalam perspektif hukum Islam. Rumusan masalah yang diangkat adalah bagaimana sistem pengupahan pekerja outsourcing yang diterapkan di perusahaan tersebut dan bagaimana tinjauan hukum Islam terhadap sistem pengupahan tersebut. Penelitian ini menggunakan metode kualitatif deskriptif dengan pendekatan penelitian lapangan (field research). Teknik pengumpulan data meliputi observasi, wawancara semi terstruktur dengan pihak perusahaan dan pekerja, dan analisis dokumentasi. Teknik analisis data dilakukan secara induktif, yaitu dengan menghubungkan fakta-fakta di lapangan dengan prinsip-prinsip hukum Islam yang relevan. Berdasarkan teori akad ijarah dalam Islam, sistem pengupahan harus mencakup kejelasan akad, keadilan pembayaran, dan transparansi dalam perjanjian kerja. Hasil penelitian menunjukkan bahwa sistem pengupahan di PT Trimitra Putra Mandiri masih memiliki kekurangan, seperti keterlambatan pembayaran, ketidaksesuaian jumlah upah dengan kontrak, dan kurangnya transparansi mengenai proses penentuan upah. Pembahasan mengungkapkan bahwa kondisi ini tidak sejalan dengan prinsip keadilan dalam Islam yang menekankan pentingnya pembayaran upah yang layak, tepat waktu, dan jelas sejak awal kontrak. Penelitian ini menyimpulkan bahwa sistem pengupahan di PT Trimitra Putra Mandiri perlu diperbaiki agar sesuai dengan prinsip-prinsip hukum Islam. Perbaikan yang dilakukan antara lain dengan meningkatkan transparansi, menjamin pembayaran tepat waktu, dan menyelaraskan sistem pengupahan dengan nilai-nilai keadilan sosial dalam Islam. Dengan langkah-langkah tersebut, diharapkan dapat tercipta hubungan kerja yang lebih harmonis, adil, dan sesuai syariah.

Kata kunci: Outsourcing; Sistem Pengupahan; Akad Ijarah; Hukum Islam.

APPROVAL OF SUPERVISOR

Dear,

Dean of Faculty of Sharia

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Ponorogo – East Java – Indonesia

Bismillahirrahmanirrahim,

Assalamualaikum Wr. Wb

I have honor to present this thesis written by:

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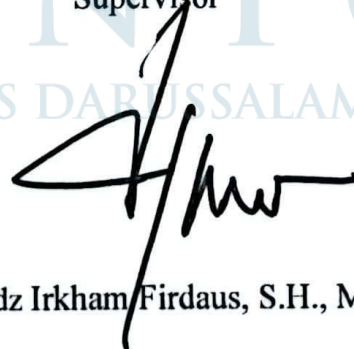
It has been processed and corrected to meet the part of the requirement to attain the degree of licentiate (S1) in Islamics Economics Law. Therefore, we expect that the thesis could be examined soon.

Hopefully, this thesis would be useful for religion, nation, and the development of an educational institution.

Wassalamualaikum Wr. Wb.

Magelang, 24 January 2025
23 Rajab 1446

Supervisor



Al-Ustadz Irkham Firdaus, S.H., M.H.

DECLARATION

I, hereby,

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I sincerely declare that this thesis belongs to my work and not to other researchers for a different degree. Furthermore, this thesis is never published before, except for some parts with their original references.

Otherwise, if it is found that this thesis is plagiarism, I am ready to be ceased academically.

UNIDA, Ramadhan 17th, 1446 H

March 17th, 2025 M

Researcher,



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THESIS ACCEPTANCE LETTER

Bismillahirrahmanirrahim
Assalamu'alaikum wr. wb.

The Faculty of Sharia, University of Darussalam Gontor, Ponorogo Indonesia has received a thesis written by:

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Wassalamu'alaikum wr. wb

UNIDA, Ramadhan 17th, 1446 H

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MOTTOES

وَإِنْ أَرَدْتُمْ أَنْ تَسْتَرْضِعُوا أَوْلَادَكُمْ فَلَا جُنَاحَ عَلَيْكُمْ إِذَا سَلَّمْتُمْ مَا آتَيْتُمْ بِالْمَعْرُوفِ ۖ وَاتَّقُوا اللَّهَ

اللَّهُ وَاعْلَمُوا أَنَّ اللَّهَ بِمَا تَعْمَلُونَ بَصِيرٌ

Meaning: *And if you want your child to be breastfed by someone else, then there is no sin for you if you give the payment as you deserve. Fear Allah and know that Allah is Seeing what you are doing. (Al-Baqarah: 233).*

يَا أَيُّهَا الَّذِينَ آمَنُوا لَا تَأْكُلُوا أَمْوَالَكُمْ بَيْنَكُمْ بِالْبَاطِلِ إِلَّا أَنْ تَكُونَ تِجَارَةً عَنْ تَرَاضٍ مِّنْكُمْ

وَلَا تَقْتُلُوا أَنْفُسَكُمْ إِنَّ اللَّهَ كَانَ بِكُمْ رَحِيمًا

Meaning : *“you who believe, do not eat your neighbor's wealth by unlawful means, except in the form of consensual trade between you. Do not kill yourselves. Verily, Allah is Most Merciful to you”. (An Nisa: 29)*

كُنَّا نُكْرِي الْأَرْضَ بِمَا عَلَى السَّوَاقِي مِنَ الزَّرْعِ، وَمَا سَعَدَ بِالْمَاءِ مِنْهَا، فَنَهَانَا رَسُولُ اللَّهِ

صَلَّى اللَّهُ عَلَيْهِ وَسَلَّمَ عَنْ ذَلِكَ، وَأَمَرَنَا أَنْ نُكْرِيَهَا بِذَهَبٍ أَوْ فِضَّةٍ

Meaning: *"We once leased land with (payment) for agricultural products; Therefore, the Messenger of Allah forbade us to do this and ordered us to rent it out for gold or silver." HR. Ahmad, Abu Daud and Nasa'i.*

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DEDICATION

I say thank you to all of who have given me support system, Especially to my beloved family and relatives, thank you for the support, love and enthusiasm that you have given during the process of completing this thesis. It is to you that I dedicate my dedication for this success. Hopefully every step we go through will be a blessing for all of us. Thank you over everything.



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Wassalamu'alaikum Warahmatullahi Wabarakatuh.

Magelang , 5th of February 2025

Researcher



Muhammad Amien Naufal