

## CHAPTER 1

### INTRODUCTION

#### 1.1 Background of Study

The cooperative relationship between the company and its employees is always based on a sense of affection, help, and mutual need. The company helps its employees by providing jobs, employees receive sustenance in the form of Sallary from the company. Likewise, employees give their energy to work form their mind and physical to help complete and their jobs in the company, so that the company gets sustenance in the form of profits.<sup>1</sup>

Sallary are one of the most important factors for employees, especially for workers who work in the professional field. Sallary are payments in exchange for the work services they have done.

The constitutionally living Sallary has been mandated by Article 27 paragraph 2 of the 1945 Constitution which reads: "Every citizen has the right to work and a decent livelihood for humanity", and then Article 28 D paragraph (1) of the 1945 Constitution says: "Everyone has the right to fair legal recognition, guarantee, protection, and certainty as well as equal treatment before the law" (2). Everyone has the right to work and receive fair and proper remuneration and treatment in employment relations". Here

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<sup>1</sup> Buchori Alma dan Donni Juni Priansa, *Manajemen Bisnis Syariah Menanamkan Nilai dan Praktik Syariah Dalam Bisnis Kontemporer*, (Bandung: Edisi revisi, 2014), 89.

it needs to be emphasized that the Sallary must be constitutionally fair and decent. The right to Sallary exists after the existence of a work contract.<sup>2</sup>

Based on the Job Creation Law No. 11 of 2020, Article 81 No. 24 or amendment to article 88, Every worker or workerser has the right to a decent livelihood for humanity. The central government establishes a Sallary policy as one of the efforts to realize the right of workers or workersers to a decent livelihood for humanity.<sup>3</sup>

PT Trimitra Putra Mandiri is a company engaged in Facility Services or outsourcing, which is a company that colworkersates with other companies in providing manpower. For now, the company provides worker facilities in the fields of health, hygiene and safety. Because the company believes that good health, hygiene and safety greatly support the productivity of a company.

Some providers of outsourcing workers such as by PT Trimitra Putra Mandiri to meet the needs of clients all over Indonesia we needed, such as security services, cleaning services, parking management, office support, and business support.

PT. Trimitra Putra Mandiri was established in January 2004 in Jakarta, Facility Service is the main business. Trimitra Putra Mandiri

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<sup>2</sup> Yetniwati, "Analisa Pengaturan Perlindungan Upah Berdasarkan Peraturan Perundang-Undangan Dan Prinsip-Prinsip Hukum," *Alhurriyah: Jurnal Hukum islam*, 02 No. 02 (2017): 193-194.

<sup>3</sup> Undang-Undang Cipta Kerja No. 11 Tahun 2020 Pasal 81 No. 24.

service provider has grown so rapidly that it has several branch offices in major cities in Indonesia.

Today, the company has had more than 100 clients. And has more than 1000 outsourcing workers under the auspices of PT Trimitra Putra Mandiri.<sup>4</sup>

Ijarah is a contract to take a benefit from services, either services for goods or services for another person's workforce. When used to take advantage of an item, it is called rent. Meanwhile, if it is used to get benefits from workers, it is called Sallary.<sup>5</sup> According to etymology, ijārah is give benefits. According to Hanafiah scholars, ijārah is an contract for a benefit with a substitute. According to Ash-Shafi'iyah scholars, ijārah is an contract on a benefit that contains a certain meaning, as well as receiving a substitute or ability with a certain substitute.<sup>6</sup>

The determination of sallary in Islam must be carried out by deliberation or open consultation, as for the Sallary in the form of maal mutaqawwim and must be clearly stated concretely or by mentioning the criteria, because the Sallary is a payment for work activities. As for the Sallary given, they must be of a different type from the object, it is not permissible to hire a job with a similar job. In the Sallary of the rental

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<sup>4</sup> PT. TRIMITRA PUTRA MANDIRI, Penjelasan tentang perusahaan, <https://tpmgroup.id/>

<sup>5</sup> Veithzal Rivai dan Andria Permata Veithzal, *Islamic Financial Management Teori, Konsep, dan Aplikasi Panduan Praktis Untuk Lembaga Keuangan, Nasabah, Praktis, dan Mahasiswa*, (Jakarta: Rajawali press, 2008), 53.

<sup>6</sup> Novi Nur Hidayati, "Pengupahan Dalam Perspektif Hukum Islam dan Hukum Positif," *Syariah : Jurnal Az Zarqa'*, 9 no.2 (2017), 187.

contract, it should not be in the form of the benefit of the type of something that is made into an contract. In the form of fixed assets that can be known. If the benefit is unclear and causes a dispute, then the contract is invalid.<sup>7</sup>

Surah An-Nahl verse 90

إِنَّ اللَّهَ يَأْمُرُ بِالْعَدْلِ وَالْإِحْسَانِ وَإِيتَاءِ ذِي الْقُرْبَىٰ وَيَنْهَىٰ عَنِ الْفَحْشَاءِ وَالْمُنْكَرِ  
وَالْبَغْيِ يَعِظُكُمْ لَعَلَّكُمْ تَذَكَّرُونَ (النحل: 90)

Meaning :

Indeed, Allah commands (you) to be just and do good, to give help to your relatives, and He forbids (doing) vile, wickedness, and enmity. He teaches you so that you can take lessons. (An-Nahl: 90)

This verse explains that in order for us to be fair to our fellow humans, we must be wise in making a decision and not make losses among humans. That is the basis why ijarah is asked not to harm each other.

Seeing the phenomenon of outsourcing workers that is increasingly prevalent in the business world. In the implementation of outsourcing workers, there are often Sallary systems that are not in accordance with Islamic law which leads to a lack of justice related to the Sallary of outsourcing workers and permanent workers. Based on the object researched by the researcher is PT. Trimitra Putra Mandiri with the size of

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<sup>7</sup> Fauzi Caniago, "Ketentuan Pembayaran Upah Dalam Islam," Jurnal textura 5 no.1 (2018) 43.

this company, there are often problems that occur, namely uncertainty or misunderstanding in providing Sallary to outsourcing workers As for the example taken from the results of the interview, there are often Sallary that are not in accordance with the amount stated in the employment contract and often there is a deliberate delay by the company that contracts work with this corporate is commonly called the client.<sup>8</sup> In an Islamic perspective, the Sallary system must be applied fairly accordance by justice. This imbalance of rights that should be obtained by outsourcing workers can cause problems for outsourcing workers, such as injustice and discrimination. Therefore, it is necessary to review the Sallary system of outsourcing workers at PT Trimitra Putra Mandiri from an Islamic perspective to ensure that the rights and obligations related to the Sallary outsourcing system are applied fairly.

PT Trimitra Putra Mandiri was chosen as the object of research by the researcher, because PT Trimitra Putra Mandiri is one of the largest provider outsourcing workers in Indonesia, because it sees that there are already more than 100 clients and has more than 1000 outs workers under the auspices of PT Trimitra Putra Mandiri. So that the bigger the company, the greater the influence it will have on society. There is a need for researchers who research related to the Sallary of outsourcing workers from an Islamic perspective.

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<sup>8</sup> Wawancara dengan Bpk. Sutrisno (Pekerja Outsorcing bidang Security) Senin 28 Juni 2024 pada 12.30 WIB

Based on the above discussions, the researcher is interesting to researching the rights and obligations applied at PT Trimitra Putra Mandiri with the research title: "THE REVIEW OF ISLAMIC LAW ON THE SALLARY SYSTEM FOR OUTSOURCING WORKERS AT PT TRIMITRA PUTRA MANDIRI JAKARTA".

## **1.2 Formulation of The Problem**

Based on the background of the research problem above, the formulation of the research problem is as follows:

1. How is the Sallary system of outsourcing workers at PT Trimitra Putra Mandiri Jakarta?
2. How is the review of Islamic law on the Sallary system for outsourcing workers at PT Trimitra Putra Mandiri Jakarta?

## **1.3 Objective of Research**

1. To find out the Sallary system for outsourcing workers at PT Trimitra Putra Mandiri Jakarta
2. To find out the review of Islamic law on the Sallary system of Outsourcing workers at PT Trimitra Putra Mandiri Jakarta

## **1.4 Benefits of Research**

### **1.4.1 Theoretical Benefit**

1. To add insight to the and also get to know more closely the practice of sallary in Islamic perspective and it can be applied in Outsourcing Company PT Trimitra Putra Mandiri

2. The results of this research are expected to be able to develop studies in the field of Sharia Economic Law and provide a new perspective
3. Completion of the first semester final project in the Sharia Economic Law study program

#### **1.4.2 Practical Benefit**

It is an input for companies that are the object of research and as a reference for other researchers who will conduct research with the same theme or method.

### **1.5 Literature Review**

A literature review is a brief description of previous research that has been researched, so that it can be seen that the research to be carried out is not a repetition of existing research. The following is a previous study according to the researcher whose discussion is almost the same:

First, a research conducted by Pradesno Firdaus (2018) with the title "Tinjauan Hukum Islam tentang Kekacauan Fotografer Pre-Wedding (Studi Kasus di Proyek Studio Wil di Bandar Lampung)" aims to find out the system of giving salary in taking prewedding photos at WIL's Studio Project in Bandar Lampung and the review of Islamic law on the salary generated from taking prewedding photos. The results of this study indicate that there are prewedding photo shoots that use types that are in accordance with Islamic law and some are not in accordance with Islamic law. Therefore, the salary received by the photographer

when his work is completed falls into the category of shubhat, because it is not clear whether the elements are halal or haram when viewed from the perspective of Islamic law<sup>9</sup>

In this study, researchers used a qualitative method to understand the practice of the Islamic salary distribution system for all workers at Studio WIL's Project Bandar Lampung. The difference between this research and the research to be conducted is that Firdaus' research does not focus on written salaries in the work agreement.

The similarity between the two studies is that they both discuss Islamic law on salaries in a company, although the objects of research are different. Both studies also attempt to analyze how the salary system in practice is linked to Islamic principles, especially in assessing the halalness of workers' income.

Meanwhile, the research to be conducted by researchers focuses on the salary system of outsourcing workers at PT Trimitra Putra Mandiri from the perspective of Islamic law.

The benefit of the research at PT Trimitra Putra Mandiri is to provide a clearer understanding of the salary system for outsourcing workers in the perspective of Islamic law. This research also contributes to the company in evaluating the salary system so that it is in accordance with the principles of Islamic law. In addition, this research helps

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<sup>9</sup> Pradesno Firdaus, "Tinjauan Hukum Islam Terhadap Upah Fotografer Pre-Wedding Studi Kasus di Studio WIL's Project di Bandar Lampung". (UIN Raden Intan Lampung, 2018),



workers understand their rights and obligations in the salary system that is applied. The results of this study can also serve as a reference for further research on salaries in Islamic law, especially in the context of outsourcing workers.

Second, The research conducted by Siti Mardiyah (2020), titled "Tinjauan Hukum Islam tentang Kehidupan Buruh Tani dengan Sistem Bawon (Studi Kasus di Dusun Sambirejo, Desa Teter, Kecamatan Simo, Kabupaten Boyolali)," aims to examine the practice of the bawon salary system for farm workers and review its validity in Islam. The study found that the bawon system is allowed because it is a customary practice that does not contradict the nash or the general principles of sharia. This research uses a qualitative method, focusing on farm workers in rural areas who work with a profit-sharing system.

Meanwhile, this research will focus on the salary system for outsourcing workers at PT Trimitra Putra Mandiri from the perspective of Islamic law. These two studies have similarities in using qualitative methods, analyzing Islamic law related to the salary system, and aiming to assess the validity and fairness of salary practices. Both studies also have an interest in understanding worker welfare based on sharia principles.

There are several differences between these two studies. Siti Mardiyah's research focuses on farm workers in the agricultural sector with a bawon salary system based on profit-sharing, while this study

discusses outsourcing workers in the industrial sector who receive a fixed salary based on a work contract. In addition, the work environment studied is also different, where Mardiyah's research was conducted in a rural area, while this study is located in an urban industrial environment. This study aims to find out whether the outsourcing salary system at PT Trimitra Putra Mandiri is in accordance with the principles of justice and worker welfare in Islam, and to assess whether there are elements of injustice or exploitation in its implementation.

The benefit of this research is to provide a clearer understanding of the salary system for outsourcing workers in the perspective of Islamic law. In addition, this research can assist companies in evaluating and improving the salary system to make it more in line with sharia principles. This research also benefits workers by providing insight into their rights and obligations in the salary system that is applied. The results of this study can serve as a reference for further research on the salary system in Islamic law, especially in the context of outsourcing workers.

Third, The research conducted by Fika Umi Ulfiah (2020), titled "Tinjauan Hukum Islam tentang Lapisan Pekerja dengan Sistem Tonase (Studi Kasus di Gudang Pupuk PT Sriwijaya Pusri, Lampung Tengah)," aims to examine and analyze the salary system for fertilizer warehouse workers with a tonnage system at PT Sriwijaya Pusri and review it from the perspective of Islamic law. This study found that the tonnage-based

sallary system used at PT Sriwijaya Pusri Fertilizer Warehouse is in accordance with Islamic law in terms of sallary requirements, but some principles, such as justice and fairness, are not fully met. The study also identified an element of workers exploitation, as the workers receive very low sallarys, which is considered oppressive (zalim) in Islam because it is insufficient to meet their living needs.

this research focuses on the sallary system for workers in a fertilizer warehouse with a tonnage system, future research will examine the sallary system for outsourcing workers at PT Trimitra Putra Mandiri from the perspective of Islamic law. Both studies have similarities in analyzing the sallary system using Islamic law, using qualitative methods, and assessing aspects of justice and worker welfare in the sallary system. In addition, both studies examine the potential for workers exploitation and consider whether the sallary system applied has fulfilled the principles of Islamic justice.

There are some differences between these two studies. Fika Umi Ulfiah's research focuses on fertilizer warehouse workers who work with a tonnage system, where sallarys are given based on the amount of goods moved, while this research will examine outsourcing workers who receive a fixed salary based on a work contract. In addition, the previous study examined the sallary system in the warehousing sector, while this study focuses on the sallary system in the industrial sector that uses outsourcing workers.

This research is useful to provide a clearer understanding of the salary system for outsourcing workers in the perspective of Islamic law and to assist companies in evaluating and improving the salary system to make it more in line with sharia principles, so as to create a more fair and harmonious working relationship. In addition, this research also provides insight to workers regarding their rights and obligations in the salary system that is applied, so that they can better understand justice in salaries according to Islam. The results of this study are expected to be a reference for further research on the salary system in Islamic law, especially in the context of outsourcing workers.

Fourth, The research conducted by Lisa Surya Agita (2020), titled "Tinjauan Hukum Islam Sistem Gaji Jasa Penggilingan Padi (Studi Kasus di Desa Sumberagung, Kecamatan Klego, Kabupaten Boyolali)," This study aims to analyze the implementation of the salary system for itinerant rice milling services in Sumberagung Village and review it from the perspective of Islamic law. The study found that the salary system applied in the itinerant rice milling service is not fully in accordance with Islamic law, because there are discrepancies in the salary determination system that deviate from the standard principles. However, in terms of customer practice, this salary system has been going on continuously and has become an accepted tradition in the community, which is generally viewed positively. If Lisa's research focuses on the salary system of itinerant rice milling services in rural areas, then this research

will examine the salary system of outsourcing workers at PT Trimitra Putra Mandiri in the perspective of Islamic law.

These two studies have similarities in using qualitative methods, analyzing the salary system in the perspective of Islamic law, and assessing the extent of justice and transparency in the salary system applied. In addition, both studies highlight long-standing salary practices in the community or industry and consider whether the system is in accordance with sharia principles. However, there are some differences between the two. Lisa's research focuses on community-based salary systems influenced by the traditions of rural communities, while this research examines salary systems in companies that follow formal workers regulations. In addition, Lisa's research examines rice milling services with a salary system that is not always based on a written contract, while this research will analyze the salary system of outsourcing workers that is based on a work contract with a more structured salary mechanism.

This research is useful to provide a clearer picture of the salary system for outsourcing workers from the perspective of Islamic law, and to assist companies in evaluating whether the salary system applied is in accordance with the principles of justice, transparency, and worker welfare. In addition, this research can also be a reference for workers in understanding their rights and obligations in the prevailing salary system, as well as for companies and related parties in improving salary

policies to be more in line with sharia values and applicable legal provisions.

Fifth, The research conducted by Dian Agustina Hayati (2020), titled "Tinjauan Hukum Islam Mekanisme Gaji Pengemudi Perusahaan di PT. Desain Adi Perkasa Beton Ponorogo", aimed to examine the Islamic legal perspective on the contract model and salary determination system for company drivers at PT. Desain Adi Perkasa Beton Ponorogo. The study found that the company driver contract model at the company is permissible under Islamic law, as it meets the necessary conditions and principles of employment contracts, even though there is no formal written agreement. Additionally, the salary determination system is also considered permissible, as it follows the concepts of salary al-musamma (pre-agreed salaries), where salaries are determined before the contract with a daily payment system, and salary al-mithli (equitable salaries), where salaries are based on work volume. These payments fall under workers salaries (salary al-‘amal), aligning with Islamic law principles.

While Dian Agustina Hayati's research focused on the salary system and contract mechanism for company drivers, the present study will examine the salary system for outsourcing workers at PT Trimitra Putra Mandiri through an Islamic legal perspective. Both studies share similarities in their qualitative approach, analysis of salary systems, and evaluation of compliance with Islamic legal principles. Additionally,

both studies focus on how salary mechanisms align with Islamic values, ensuring fairness and transparency in employment practices.

there are significant differences between the two studies. Dian Agustina Hayati's research examined company drivers' salaries, which were determined through informal agreements with a daily or volume-based payment system. In contrast, the present study will analyze a corporate outsourcing salary system, which is regulated by formal employment contracts and company policies. Additionally, the drivers in the previous study were directly employed by the company, while the workers in this study are outsourcing employees, meaning their salary structure is influenced by third-party employment regulations rather than direct employer-employee agreements.

This research is expected to provide valuable insights into whether the outsourcing salary system at PT Trimitra Putra Mandiri adheres to Islamic principles of fairness, transparency, and worker welfare. Furthermore, it aims to identify potential injustices or exploitative elements in outsourcing employment practices. The study will also benefit companies, policymakers, and workers by providing recommendations to improve outsourcing salary policies, ensuring better protection and equitable compensation in accordance with Islamic workers ethics.

Based on the various studies that have been reviewed, there are similarities in the use of qualitative methods, analysis of the salary



system, and review of Islamic law in assessing the fairness and suitability of workers practices. However, there are differences in the types of work, salary systems, and regulations used in each study. Some studies highlight the salary system based on profit sharing, tonnage, or without a written contract, while the research at PT Trimitra Putra Mandiri will examine the outsourcing salary system based on a formal work contract.

This research differs from previous studies because it focuses on the salary system of outsourcing workers, which is regulated in formal contracts and company regulations, rather than based on the traditional system or oral agreements. In addition, this study examines the role of third parties in the workers system, which was not found in previous studies.

Research at PT Trimitra Putra Mandiri is expected to provide insight into the suitability of the outsourcing salary system with the principles of Islamic law, identify potential injustice or exploitation, and provide recommendations for companies and policy makers in improving the welfare of outsourcing workers in accordance with Islamic values.

### **1.6 Research Method**

In general, a research method is defined as a scientific activity that is planned, structured, systematic and has a specific goal either practically or theoretically. Research with aspects of knowledge and theory is plan and focuses on time, funds and accessibility to existing places and data<sup>10</sup>

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<sup>10</sup> J.R Raco, *Metode Penelitian Kualitatif*, (Jakarta: Grasindo, 2010), 5.



## 1.7 Types of Research

This research is a research with a descriptive-qualitative method. The qualitative method focuses on its emphasis on the natural environment. The of "Natural" means that the data is obtained by being in the place where the research will be made. The data is found directly from chief executive officer and human resources development. In short, researchers are directly involved in the research either in terms of data collection through interviews, observations. As well as data analysis and interpretation<sup>11</sup>

In the descriptive method, the data collected is in the form of words, sentences or pictures that have meaning and are able to deserve understanding than just numbers or frequencies. The researcher emphasizes on notes with detailed, complete, in-depth sentence descriptions that describe the actual situation to support the presentation of data. Therefore, qualitative research in general is often referred to as a descriptive qualitative approach. The researcher tried to analyze the data in various nuances according to its original form as at the time it was recorded or collected<sup>12</sup>

The type of research conducted by the researcher is Field Research. The implementation, researcher observes the respondents directly and participates in the social setting, as well as integrating with the existing culture, this type the research can be carried out by means of conversations,

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<sup>11</sup> ibid. 56

<sup>12</sup> Farida Nugrahani, *Metode Penelitian Kualitatif Dalam Penelitian Pendidikan Bahasa*, (Surakarta) 96.

structured (formal) interviews, unstructured (informal) interviews, surveys and the collection of personal documents (writings, conversation recordings, photographs, etc.)<sup>13</sup>

Based on the above understanding, it can be understood that descriptive-qualitative research is the research to be able describe systematically, factually and accurately about the facts that occur in the field, as well as connect the properties between phenomena that occur and explain them as they are

### **1.8 Data Sources**

To collect data and information obtained in this study using the following data sources:

#### **a. Primary Data**

Primary data sources are data sources obtained and collected directly by researchers in the field, its means of interviews and direct observation.<sup>14</sup>

This data conducted by direct interviews with outsourcing workers and chief executive officer of PT Trimitra Putra Mandiri Outsourcing worker service providers.

#### **b. Secondary Data**

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<sup>13</sup> Zuchri Abdussamad, *Metode Penelitian Kualitatif*, (Makassar: Syakir Media Press, 2021), 132.

<sup>14</sup> Amtai Alaslan, *Metode Penelitian Kualitatif*, (Depok: Rajawali Press, 2021), 137-138.

Secondary data sources are additional data sources obtained not directly in the field, but from second sources that have been created by others, for example: books, documents, photos, and statistics. Secondary data can be used in a research. Which functions as a complementary data source or the main one if there are no resource persons available in its function as a primary data source.<sup>15</sup>

The secondary data was taken from data sources in the form of documentation and files that are related to the provider outsourcing worker service at PT Trimitra Putra Mandiri.

The book used as the main reference in this study is the book *Fiqh Islam Wa Adillatuhu* written by Prof. Dr. Wahbah Az-Zuhaili, brochures, the official website of Trimitra Putra Mandiri Group, and studies related to determined of Sallary system at PT Trimitra Putra Mandiri.

## **1.9 Data Collection Technique**

The data collection method is a systematic and standard procedure for obtaining the data obtained. In collecting data, the research methods used by researchers in this study were:

### **1.9.1 Observation**

The observation method is a method used in order to collect data that provides an overview of the local situation or social setting that is the context of the research discussion. The social setting was obtained

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<sup>15</sup> Nugrahani, *Metode Penelitian Kualitatif Dalam Penelitian Pendidikan Bahasa*, 96.

through observation and documentation, namely looking at field data and hearing information from the informants, and stories of community.<sup>16</sup>

### 1.9.2 Interview

Interview is a face-to-face conversation, where one the part seeks information from the interlocutor for of getting any information and correct on of information about a specific subject, the goal is to be able to delve into a certain theme through various questions about the theme.<sup>17</sup> The interview that will be used is a Semi-Structured interview, this interview aims to be able to get ideas and views on the problem being researched openly so that the researcher only needs to listen carefully and record the information conveyed, in this case the researcher can also raise new questions spontaneously that are in accordance with the context being discussed<sup>18</sup>

Semi-structured interviews are conducted directly to all people involved in this Sallary Contract, such as the employees outsourcing workers at PT Trimitra Putra Mandiri.

### 1.9.3 Documentation

In the large Indonesian dictionary the collection, selection, processing, and storage of information in the field of knowledge, as well

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<sup>16</sup> Tjipto Subadi, *Metode Penelitian Kualitatif*, (Surakarta: Muhammadiyah Press, 2006), 66.

<sup>17</sup> Fadhallah, *Wawancara*, (Jakarta: UNJ Press, 2021), 1.

<sup>18</sup> Amtai Aslan, *Metode Penelitian Kualitatif*, (Depok: Rajawali Pers, 2021), 78.

as the provision or collection of evidence and information (such as images, quotations, newspaper clippings, and other reference materials).

Documentation is one of the ways of collecting data through archives and also includes books on opinions, opinions, theories, postulates or laws and others that are related to research problems. In qualitative research, data collection tactics are one of the main things because the proof of the hypothesis is proposed logically and rationally through opinions, theories, or laws, either supporting or rejecting the hypothesis.<sup>19</sup>

Documentation is needed in order to obtain secondary data, namely by collecting the necessary documents and literature to analyze Sallary system carried out at PT Trimitra Putra Mandiri on employees.

#### **1.10 Data Analysis**

From the description that has been conveyed above, the data analysis technique that the researcher wants to use, namely the Inductive analysis technique, the researcher will collect all data related to the ijarah contract at provider outsourcing workers PT Trimitra Putra Mandiri, so that the data and evidence obtained separately will become a theory found directly in the field

This research provides a presentation on the Review of Islamic Law on the Outsourcing Worker Sallary System conducted by the

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<sup>19</sup> Iryana dan Risky Kawasati, “Teknik Pengumpulan Data Metode Kualitatif”, *Jurnal Ekonomi Syariah STAIN Sorong*, 11.

provider outsourcing workers PT Trimitra Putra Mandiri to outsourcing workers.

Based on the information that has been explained, thinking to draw conclusions in making a new and general statement based on a specific statement that is known to be true in this study will later discuss specifically about the Review of Islamic law on the Sallary System of Outsourcing Workers at PT Trimitra Putra Mandir

#### **1.11 Writing System**

### **CHAPTER I. INTRODUCTION**

This chapter contains background of the problem, formulation of the problem, purpose of research, benefits of the research, literature review, theoretical foundation and research method

### **CHAPTER II. THEORETICAL FRAMEWORK**

Contains a description of the relevant theoretical framework related to the Sallary System and the Ijarah or Sallary Contract in Islam

### **CHAPTER III. RESULTS AND DISCUSSION**

Contains the profile of PT Trimitra Putra Mandiri, the mechanism of the Outsourcing Worker Sallary System at PT Trimitra Putra Mandiri, and also contains an analysis of the Ijarah contract on Outsourcing Worker Sallary System at PT Trimitra Putra Mandiri.

### **CHAPTER IV. CLOSING**

The last chapter contains conclusions, find suggestions or recommendations. The conclusion presents in a concise all research

findings that are related to the research problem. The conclusion was obtained based on the results of the analysis and interpretation of the data that had been described in the 3<sup>rd</sup> chapters.

The suggestions are formulated based on the results of the research, containing a description of what steps need to be taken by the parties related to the results of the research concern

