3rd IMCoSS
THE THIRD INTERNATIONAL MULTIDISCIPLINARY CONFERENCE ON SOCIAL SCIENCES
5 - 7 JUNE 2015
BANDAR LAMPUNG UNIVERSITY
INDONESIA
PROCEEDINGS

Hosted by:
• Faculty of Teacher Training and Education
• Faculty of Economics and Business
• Faculty of Law
• Faculty of Social and Political Sciences
PREFACE

The Activities of the International Conference are in line and very appropriate with the vision and mission of Bandar Lampung University (UBL) to promote training and education as well as research in these areas.

On behalf of the The Third International Multidisciplinary Conference on Social Sciences (The 3rd IMCoSS) 2015 organizing committee, we are very pleased with the very good response especially from the keynote speaker and from the participants. It is noteworthy to point out that about 112 technical papers were received for this conference.

I would like to express my deepest gratitude to the International Advisory Board members, sponsor and also to all keynote speakers and all participants. I am also grateful to all organizing committee and all of the reviewers who contribute to the high standard of the conference. Also I would like to express my deepest gratitude to the Rector of Bandar Lampung University (UBL) who give us endless support to these activities, so that the conference can be administrated on time.

Bandar Lampung, 6 June 2015

Mustofa Usman, Ph.D
Chairman of 3rd IMCoSS 2015
PROCEEDINGS

3rd IMCoSS 2015
The Third International Multidisciplinary Conference on Social Sciences
5, 6 June 2015

INTERNATIONAL ADVISORY BOARD

M. Yusuf S. Barusman, Indonesia
Andala R.P. Barusman, Indonesia
Mustofa Usman, Indonesia
Khaliq Ahmad, Malaysia
Muhammad Azam, Pakistan
John Walsh, Thailand
Agus Wahyudi, Indonesia
Harpain, Indonesia
Susanto, Indonesia
Hayyan Ul Haq, Netherlands
Ida Madhieha A Ghani Azmi, Malaysia
Andrik Purwasito
Antonius PS. Wibowo, Indonesia
Torla Bin Hj.Hassan, Malaysia
Lintje Anna Marpaung Indonesia
Bambang Hartono, Indonesia
Erlina B, Indonesia
Zulfi Diane Zaini, Indonesia
Agus Wahyudi, Indonesia
Harpain, Indonesia
Khomsahrial Romli, Indonesia
Ida Farida, Indonesia
I Gusti Ayu Ketut Rahmi, Indonesia
Zainab Ompu Jainah, Indonesia
Iskandar AA, Indonesia
Habiburahman, Indonesia
M. Achmad Subing, Indonesia
Angrita Denziana, Indonesia
PROCEEDINGS

3rd IMCoSS 2015
The Third International Multidisciplinary Conference on Social Sciences
5, 6 June 2015

GENERAL COMMITTEE

Executive Advisory
Dr. Ir. M Yusuf S. Barusman, MBA
Dr. Andala Rama Putra, SE, M.A, Ec.
Dr. Lintje Anna Marpaun, SH., MH.
Drs. Thontowie, MS

Chairman
Dr. Hery Riyanto, MT

Secretary
Bery Salatar, S.Pd.

STREERING COMMITTEE

Chairman
Mustofa Usman, Ph.D

Secretary
Susanto, SS, M.Hum, MA, Ph.D

Technical Committee of Law Division
Dr. I Gusti Ayu Ketut Rachmi Handayani, SH., MH
Dr. Erina Pane, SH., MH
Dr. Bambang Hartono, SH., M.Hum.
Dr. Zulfi Diane Zaini, SH., MH
Dr. Zainab Ompu Jainah, SH., MH
Dr. Tami Rusli, SH., M.Hum
Dr. Erlina B, SH., M.Hum
Technical Committee of Economics, Business, and Management Division

  Prof. Dr. Sudarsono
  Dr. Andala Rama Putra, M.A, Ec.
  Dr. Lindrianasari, S.E., M.Si., Akt. CA
  Dr. Angrita Denziana, SE., MM., Ak, CA
  Dr. Iskandar Ali Alam, MM
  Tina Miniawati, SE., MBA.
  Afrizal Nilwan, SE., M.Ec., Akt.

Technical Committee of Social Sciences Division

  Dr. Yadi Lustiadi, M.Si.
  Dr. Supriyanto, M.Si.
  Dr. Ahmad Suharyo, M.Si.
  Dr. Wawan Hernawan, M.Pd.
  Dr. Dra. Ida Farida, M.Si.

Technical Committee of Language, Teaching and Education

  Susanto, SS, M.Hum, MA, Ph.D
  Deri Sis Nanda, SS., MA., Ph.D
  Hery Yufrizal, Ph.D
  Harpain, MA
  Helta Anggia, MA
  Yanuarius Yanu Dharmawan, M.Hum
  Dameria Magdalena S., M.Pd
The Third International Multidisciplinary Conference on
Social Sciences (The 3rd IMCoSS) 2015
Bandar Lampung University

PROCEEDINGS

3rd IMCoSS 2015
The Third International Multidisciplinary Conference
on Social Sciences
5, 6 June 2015

ORGANIZING COMMITTEE

Chairman
Drs. Harpain, MAT, MM

Secretary
Tissa Zadya, SE, MM

Treasure
Samsul Bahri, SE

Administration
Proceedings and Certificate Distribution
Dina Ika Wahyuningsih, S.Kom
Tri Nuryati, S.Kom
Ida Nahdaleni
Vida Cancer
Agung Saputra
Desi Anggraini
Indah Satria, SH
Nurdiawansyah, SE

Receptionist and Registration
Rifandy Ritonga, SH, MH
Dra. Agustuti Handayani
Haninun SE, MS, Ak
Hepiana Patmarina, SE., MM
Kartini Adam, SE
Cyntia Jonathan

Sponsorship & Public Relation
Ir. Indriati A. Gultom, MM
Yulia Hesti, SH, MH
Indah Satria, SH
Special Event
Deri Sis Nanda, SS., MA., Ph.D
Helta Anggia, S.Pd., MA
Dameria Magdalena S, M.Hum
Khairudin, SE., M.S.Ak
Aminah, SE. M.S.Ak
Tia Erisna, SE. M.Si., Ak
Olivia Tjoener, SE. MM.
Drs. Suwandi, MM
Dra. Azima D., MM
Risti Dwi Ramasari, SH.,MH
Siti Rahmawati, SE
Arnes Yuli V., S.Kom., M.Kom
Recca Ayu Hapsari, SH., MH
Benny Karya, SH., MH
Mellisa Safitri, SH., MH

Transportation & Accommodation
Irawati, SE
Zainal Abidin, SE
Desi Puspitasari, SH

Consumption
Dra. Yulfiwini, MT
Susilowati, ST., MT

Documentation
Noning Verawati, S.Sos, MA
UBL Production
# Table Of Content

Preface....................................................................................................................................... ii
International Advisory Board ..................................................................................................... iii
Steering Committee...................................................................................................................... iv
Organizing Committee ................................................................................................................ vi
Table of Content ........................................................................................................................... viii

Keynote Speaker:
2. Contrasting Islamic Leadership Styles (An Empirical Study Of Muslim Majority And Minority Countries) - Khaliq Ahmad ................................................................. I-10

Paper Presenter:

**ECONOMICS:**

1. An Analysis of The Influence of Aggregate Expenditure Regional Gross Domestic Product Growth In The Lampung Province – H.M.A. Subing ..................II-1
2. Effect on The Quality of Passenger Satisfaction (Study in Radin Inten II Airport South Lampung) – Ardansyah and Stefanny Ellena Rushlan .........................II-7
3. Factors That Affect Longevity Of Business Relationships – Margaretha Pink Berlia and Innocentius Bernarto.................................................................II-12
4. Millennials Green Culture: The Opportunity And Challenge (A Case Study Of Higher Education Student) - Ika Suhartanti Darmo ........................................II-21
5. Preferences Prospective Students In Choosing The Study Program (University X In Bandar Lampung) - Indriati Agustina Gultom and Wahyu Pamungkas ....................................................................II-29
6. The Effect Of Growth, Profitability And Liquidity To Bond Rating Of The Banking Firms Listed On The Indonesian Stock Exchange (Period 2009-2013) - Syamsu Rizal and Winda Sutanti ..................................................II-34
7. The Influences Of Investment On Regional Gross Domestic Product (RGDP) In Lampung - Habiburrahman .................................................................II-42
8. The Influences Of Bank Product Socialization And Electronic Payment System Quality On Intention To Use E-Money In Indonesia - Cynthia Jonathan, Rina Erlanda and Zainal Arifin Hidayat ................................................II-46
9. The Influence Of Inflation, GDP Growth, Size, Leverage, And Profitability Towards Stock Price On Property And Real Estate Companies Listed In
Indonesia Stock Exchange Period 2005-2013 - Herry Gunawan Soedarsa and Prita Rizky Arika .................................................................II-50

10. The Influence Of Investment Opportunity Set (IOS) And Profitability Towards Stock Return On Property And Real Estate Firms In Indonesia Stock Exchange - Grace Ruth Benedicta, Herlina Lusmeida ........................................II-57

11. The Influence Of Prosperity And Financial Performance With Respect To Equalization Funds Of The Government District/City In All Southern Sumatra Regions - Rosmiati Tarmizi, Khairudin and Felisya Fransisca ....................II-66


27. The Economical Analysis Of Mechanization In Land Preparation For Plantation - M.C. Tri Atmodjo ................................................................II-81

28. The Performance of Undiversified Portfolio In Indonesia Stock Exchange - Budi Frensidy ................................................................II-84

29. An Analysis Of Fast Improvement Program of Human Resources for Employee Satisfaction of PT. PLN ( Persero ), Bandar Lampung Power Sector - Sapmaya Wulan and Kiki Keshia ..................................................II-89

30. Engineering Model of Economic Institution Insugarcane Agribusiness Partnership (Case Study on Sugar Cane Agribusiness Partnership between Farmers Cooperative and Sugar Factory in Way Kanan Regency of Lampung Province-Indonesia) – Syahril Daud and Adrina Yustitia .................... II-97

LAW :

1. Analysis Of Convict’s Rights In Judicial Review Of Narcotics Criminal Case - Yulianto ........................................................................III-1

2. Comparison Of Authority Of The Conditional Court In India And Thailand In Judicial Review – Indah Satria .................................................III-4


5. Denial Of Labor Rights By Liberal Legal Regime In The Outsourcing System - Cornelius C.G, Desi Rohayati and Ricco Andreas ............................III-20

6. Design Of The Special / Special For Inclusion In The System Of The Republic Of Indonesia By Constitution Of The Republic Of Indonesia 1945 - Baharudin........................................................................................................ III-22

7. Dilemma of State Sovereignty Protecting the Homeland Indonesia (Studies Agrarian Constitution) - FX. Sumarja ............................ III-27

8. From State Sovereignty To People Sovereignty: The Development of State Control Doctrine in Indonesia Constitutional Court Decision - Utia Meylina ........................................................................................................ III-32


11. The Death Penalty: Pancasila, With Efforts To Eradicated Drugs - Anggun Ariena R. and Ade Oktariatas Ky ............................................................... III-48

12. The Existence of Government Regulation in Liew of Law or Peraturan Pemerintah Pengganti Undang-Undang (Perppu) in Legal Systems of the Republic of Indonesia - Rifandy Ritonga ........................................ III-53

13. The Fulfilment Of The Right To Health Services Through Control Of Ombudsman Functions In The Region - Agus Triono ................................................ III-57

14. The Tort Of Multimodal Transportatio Agreement - Dio Adewastia Fajarani .......................................................... III-64

15. Uprising Of Village Democracy: Challenge And Opportunities For Village - James Reinaldo Rumpia ........................................................................ III-70


17. The Role Of Adat Community As The Part Of Normative Systems In Paser - Melisa Safitri ........................................................................................................ III-83

SOCIAL SCIENCE :

1. An Using E-CRM To Improve Market Value Companies (Research Study at EF Bandar Lampung) - Ruri Koesliandana, Arnes Y. Vandika, and Dina Ika Wahyuningsih ................................................................................................ IV-1

2. Analysis Of The Quality Of Public Health Field – Siti Masitoh ........................ IV-4

3. Charges Of Indonesia Labor / Workers Against Proper Living Needs That Can Meet The Minimum Wage – Agustuti Handayani .................................... IV-13

4. Community Response On Changes Regional Head Election System (Study On Environmental Public Housing Way Kandis Bandar Lampung) - Wawan Hernawan and Mutia Ravenska ............................................... IV-16

5. Compensation Policy Implementation Of Fuel Oil, In The District Konawe, Southeast Sulawesi Province (Study on Implementation of Direct Cash Assistance) – Malik and Noning Verawati ........................................................................ IV-21

6. Crowd Funding, Social Entrepreneurship and Sustainable Development - Hery Wibowo ............................................................................................ IV-29

7. Euphoria and Social Media Related to Organizational Effectiveness, Based on Gangnam Style Case - Astadi Pangarso and Cut Irna Setiawati ................................ IV-32
<table>
<thead>
<tr>
<th>No.</th>
<th>Title</th>
<th>Authors</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.</td>
<td>Financial Management In Public And Private Junior High Schools</td>
<td>Suwandi and Soewito</td>
<td>IV-40</td>
</tr>
<tr>
<td>9.</td>
<td>Gender Mainstreaming In Glasses of Public Administration at Banten Province</td>
<td>Ipah Ema Jumiati</td>
<td>IV-47</td>
</tr>
<tr>
<td>10.</td>
<td>Impact From Social Media To Social Life</td>
<td>Eka Imama N, Ade Kurniawan, Yoga Dwi Goesty D.S, and Arnes Y. Vandika</td>
<td>IV-56</td>
</tr>
<tr>
<td>12.</td>
<td>The Values Of Democracy In The Implementation Local Political Agenda</td>
<td>Jamal Bake</td>
<td>IV-67</td>
</tr>
<tr>
<td>13.</td>
<td>Evaluation Of Health Services Regional Public Hospital Besemah in Pagar</td>
<td>Yuslainiwati, Budiman Rusli, Josy Adiwisastra, and Sinta Ningrum</td>
<td>IV-77</td>
</tr>
<tr>
<td>14.</td>
<td>The Impact Of It Social Network Path In The Students Of Community</td>
<td>Arnes Yuli Vandika</td>
<td>IV-82</td>
</tr>
<tr>
<td>15.</td>
<td>The Development of Women’s Participation in Political Life</td>
<td>Azima Dimyati</td>
<td>IV-86</td>
</tr>
</tbody>
</table>

**EDUCATION:**

<table>
<thead>
<tr>
<th>No.</th>
<th>Title</th>
<th>Authors</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>An Analysis of Students’ Gramatical Error in Using Passive Voice at Grade Ten of SMA Persada Bandar Lampung 2014</td>
<td>Ildhias Pratiwi Putri</td>
<td>V-1</td>
</tr>
<tr>
<td>2.</td>
<td>An Error Analysis of Speaking Present Tense on English Conversation on Program of PRO 2 Radio Bandar Lampung</td>
<td>Maryana Pandawa</td>
<td>V-5</td>
</tr>
<tr>
<td>3.</td>
<td>Developing Students’ Writing Skill by Diary Writing Habit</td>
<td>Fatima A. Putri, Bery Salatar, and Susanto</td>
<td>V-8</td>
</tr>
<tr>
<td>4.</td>
<td>Discourse Analysis Of Gettysburg Address</td>
<td>Yanu Darnawan</td>
<td>V-11</td>
</tr>
<tr>
<td>5.</td>
<td>Error Analysis of SMA Pangudi Luhur Bandar Lampung Students’ Translation in Using Meaning-Based Translation</td>
<td>Kefas Ajie Bhekti</td>
<td>V-18</td>
</tr>
<tr>
<td>6.</td>
<td>Improving Students Affective Domain Through Asian Parliamentary Debate Technique</td>
<td>Purwanto</td>
<td>V-24</td>
</tr>
<tr>
<td>7.</td>
<td>Online Authentic Materials For Learning English</td>
<td>AgniaMuti, Ezra Setiawan, and Ida Oktaviani</td>
<td>V-36</td>
</tr>
<tr>
<td>8.</td>
<td>Politeness Strategies As Persuasive Tool In Magazine Advertisements Circulated In Lombok Tourism Spots</td>
<td>Lalu Abdul Khalik and Diah Supatmiwat</td>
<td>V-39</td>
</tr>
<tr>
<td>9.</td>
<td>Simple Past Tense Of The First Grade Students Of SMP Negeri 1 Sepuh Banyak In Academic Year Of 2014/2015</td>
<td>Qory Fahnunisa Firdaus</td>
<td>V-47</td>
</tr>
<tr>
<td>10.</td>
<td>Supporting Learners’ Autonomy Through Distance Language Learning</td>
<td>Dameria Magdalena S</td>
<td>V-51</td>
</tr>
</tbody>
</table>

The Third International Multidisciplinary Conference on Social Sciences (The 3rd IMCoSS) 2015
Bandar Lampung University (UBL)
11. Teaching Poetry in ELT Classrooms: Some Challenges and Solutions - Bastian Sugandi and Husnaini ................................................................. V-54

12. Teaching Vocabulary By Using Hypnoteaching To Second Semester Students Of Bandar Lampung University - Fransiska Anggun Arumsari .......... V-58

13. The Application Of Brainstorming To Improve Student’s Writing Skill - Ita Brasilia Nurhasanah, Ria Martin, and Rizky Amalia ........................................ V-65


15. The Application of Quiz Team Technique to Improve Students’ Understanding on Simple Present Tense at Grade Seven at SMPN 26 Bandar Lampung - Rosdawati ........................................................................ V-71


17. The Effect Of The Application Of The News Presentation Towards Students’ Speaking Ability Of Grade Eleven At SMK Negeri 1 Sepuh Agung - Risdiana Yusuf .................................................................................................... V-78

18. The Effect Of The Teacher’s Feedback Approach Towards Students’ Descriptive Writing Skill At Grade Tenth Of SMK Bhakti Utama Bandar Lampung - Nila Kurnijanti ........................................................................................................ V-83

19. The Improvement Of Students’ Vocabulary Achievement By Using Direct Method Of SMP Wiyatama Bandar Lampung - Futri Nurhayani ................................................................. V-85

20. The Influence Of Lampungnese Ethnicity Accent On Dialect A To Lampungnese Students’ Pronunciation Ability At English Education Study Program - Anggi Okta Dinata ........................................................................................................ V-88

21. The Influence Of Using Scrambled Pictures to Improve Students’ Ability in Writing Narrative Text of Eleventh Grade Students of SMK Bhakti Utama Bandar Lampung - Novita Uswatun Khasanah ............................................................ V-91

22. The Use Of Letterland Method in Teaching Reading at Early Year Level to Pre-School Students in an Informal Education in Bandar Lampung - Alfiana Rochmah ........................................................................................................ V-94

23. The Influence Of Using Short Video Towards the Students’ Speaking Skill at Grade VII of SMPN 22 Bandar Lampung - Dita Oktapiana ................................. V-101
ABSTRACT - The Proper Living Needs (PLN) is a standard requirement that must be fulfilled by an employee or single worker to live both physically and non-physically and socially in a proper condition for the needs of one (1) month.

PLN is as a basis in determining the minimum wage as an increase of the minimum necessities for workers life. Wage is one of the instruments that can directly improve the living standard of the worker and his family. The high or low level of wage received by a worker will directly influence the welfare changes experienced by a worker.

What drives the worker to be passionate to work effectively? Seeing the different interests among those involved in wages policy, it is not surprising that the wages policy is the result of bargaining the interests from the governments, the employers and workers who directly receive a wage increase.

keywords: Minimum wage

1. INTRODUCTION
Spectrum of employment issue which is related to wages and its derivatives is not a minor issue. The facts show that the issues of labor wages dominate the employment’s polemic.

The labor wages issue appears not only from the ruling reform era in order; where all the information access is open, every dissatisfaction can be expressed through street actions, but it has been since the decade of the 1980s, in the era of the New Order regime, a refusal that is shown openly, let alone to go down to the street is a disgrace for the government at that time who proclaimed stability so that they deserve to be slaughtered because it can be destructive to the economy and slow the economic growth.

Labor issues are not only grown since the reform of the ruling order; where all the information access open, everything can be expressed dissatisfaction through street actions, but it has since the decade of the 1980s, in the era of the New Order regime, a refusal that is shown openly, let alone to go down to the street is a disgrace for the government at that time proclaimed stability they deserve to be slaughtered; because it can be destructive to the economy and slow economic growth.

Minimal living conditions were constantly experienced by workers, not in spite of wage political force since the new order. The level of wages is determined not by the law of demand-supply of labor in the market, but by an institution called the National Wage Research Council (DPPD), and subsequently also formed Regional Wage Research Council (DPPD) since 1969. Membership of the Council includes most of government (Depnakertran), Universities, Trade Unions elements and elements of APINDO (Employers’ Association of Indonesia). National Wage Research Council (DPPN) located under the Department of Labour, while the Regional Wage Research Council (DPPD) is under Governors as heads of regions.

The minimum wage is a political form of wages, labor costs are very significant benchmark to set, given the state making low worker wages as a comparative advantage in attracting foreign investment.

There are still many companies who think that the implementation of the wages of workers merely normative obligations, despite the fact that the company is able to pay more. Wisdom is ambivalent between the interests of improving the welfare of workers, and attracts investment for economic development is the dilemma that often sacrifices the interests of workers in the continuity of development. (Rudiono, 1992: 61).

Another problem in the minimum wage is the criterion to determine the minimum wage. It is determined by considerations, namely:
1. The basic needs of workers with family.
2. The level of wages in the sectors of industry and other endeavors.
3. The state of the economy in general and the companies, especially those associated with the development of regional and national development.

The ability of companies in the sector concerned (Muryati, 1994: 216-217; Tjiptohariyanto, 1994: 226-227)

2. DISCUSSION
Wages have a strategic position, good for governments, employers, and workers themselves with their families and the national interest broadly (Murwati, 1994: 213).

For the government, the wage is a means of income generation and improvement of people's welfare. Therefore, the balance of wages to the minimum subsistence of workers with the progress of the company is important because efforts to equitable
distribution of income and welfare through increased labor productivity and progress of the company is one of the activities to overcome poverty. For rulers wages affect production costs and price levels which in turn result in production growth as well as expansion and employment opportunities. The higher wages are issued, the higher production costs. Thus it will also improve the price of the products that ultimately affect the company's competitiveness in the market and productivity growth. Low competitiveness and low productivity of the company will re-define the size of the job opportunities that could be provided by the labor market.

According to Government Regulation No.8 / 1981 article 1, wage is acceptance as a reward from the employer to the employee for a work or service which has been or will be made, and expressed or valued in terms of money which is determined on the basis of an agreement or laws invitations, and paid on the basis of a labor agreement between the employer and employee, including benefits, both for the employees themselves and for their families. Economically, wage is the price or remuneration for labor achievements. Workers are one of the factors of production and as well as in theory about the price, then the price of labor, among others, in the form of wages. It is the interaction of the forces of demand and supply. Labor demand by employers is intended to improve profits. An increase in wages is caused by the demand of production together with the increase of demand for labor.

According Karta Saputra et al (1986: 34): Wages are the purchase of services that are deployed by manpower to the interests of employers, ranging from the time specified by employers to their workers at a workplace until the time set for the end of the job. It is called the purchase of services because of the fact that it is involved, such as: (1) prior to the employment agreement as if they do materialize bargaining agreements where workers will perform a job to pay the agreed amount. (2) The possibility to be taken into account by the employer, a few days workers were absent, and those days will be done anyway in wage cuts. (3) No wages paid to a worker who does not perform the promised work, unless it's really sick workers (Article 1602-b KUHS). (4) In the case of disadvantaged workers, for example, wages are not given at the time that has been promised / set, or wages are not in accordance with the agreement, the workers concerned can make demands (Government Regulation No.8 of 1981, article 31, 32 on the protection of wages).

Different formula is set in determining the minimum wage in each country. However, according to the International Labor Organization (ILO, 1970: 65-70), there are three components that must be considered, namely: (1) basic needs of workers and the family, (2) ability to pay employers, (3) wages paid for work comparable in different economic sectors and places. In addition to these three factors, the change in the cost of living and productivity changes will affect the minimum wage.

Perspectives of PLN necessarily indicate that wage increases do not describe the purchasing power; the GPID method may be used as an alternative of minimum wage. It is of course based on the main objective in determining the minimum wage, namely: 1. Highlighting the significance and important role of labor as a creative sub-system in a working system. 2. Protecting workers in order to avoid very low wages and materially unsatisfactory condition. 3. Pushing the possibility to be given wages in accordance with the value of the work performed by workers. 4. Ensuring the work organization or company to have the tranquility or peace, there is no congestion due to interference by the labor done in connection with wage improvement demands. 5. Ensuring the impetus for an improvement in living standards normally. (Kartasaputra, et al, 1986: 40-41).

Wages problems constitute the most vulnerable in the employment relationship because the wage problem is not just how much wages should be paid, but the issue of the rights and obligations of a person. If a system of wages has been established in a company, then the system must guarantee two interests; they are the interests of the company and the interests of workers. On one hand the company must ensure smooth operations, survival, and even the survival of the company development. Wages by employers is the cost to be incurred / paid to the worker and taken into account in determining the total cost. On the other hand the rights of the worker must be met in order that they are passionate in doing the job, so it can increase its productivity.

In the wage system on a time basis, if the company does not perform the operation or stopped production, for example due to the scarcity of raw materials, the workers continued to receive a large reward which is called as the Guaranteed Minimum Wage (Minimum Wage Assurance), so to avoid the risk of not receiving wages. According to Kartasaputra (1986: 60-61) that is the most widely used system because:

a. Easily wages paid because from the beginning it has been determined
b. Giving assurance to the workers, because wages do not depend on factors of work efficiency.
c. Skills of the workers are relatively easy to improve in terms of working time that is not too pressed for time.

However, this system has the drawback / losses due to the following matters:

a. Possible losses because wages are not associated with tangible results of production.
b. Intensive supervision is necessary to maintain the stability of production.
c. This system tends to increase inputs (costs of production).
d. The application of this system on a casual worker / lazy will hurt the company.
e. Psychologically the application of this system may affect active workers who become less
motivated when working with lazy workers.
(Kartasaputra, 1986: 60-61)
Wages bulk (piece rate wage) is the wage system made by the company to its employees according to
the number of physical output produced by each worker. In this system the employers will avoid the
risk of payment of wages which are higher than the level of productivity of their workers. In practice the
piece rate usually provides incentives or stimuli for workers to work harder. The risk for employers is that
the result of the pursuit of a target number of physical output; the workers will be working on the basis of the
quantity that can degrade the quality of its products.

The workers with the repetitive nature of work expect
more on enactment of this system because it can give them the opportunity to increase revenue through the
accumulation and knowledge of the job.

There are several reasons this wholesale tariff system
applied:
1. Easy execution and jobs as well as calculation of
wages.
2. Workers can be stimulated to increase production,
thus can reduce the overhead per unit of production and in addition other advantages to the
possibility of price reduction so that it can more increase purchasing power.
3. May guarantee a good working relationship
between workers and employers.
4. Allows easily to find out the cost of the work of
each unit of work.
5. workers are guaranteed with payment in accordance with the services that have been issued.
6. Working time can be fully utilized, so that no time
is wasted as the time day rate.
7. Not required close supervision because workers
can be guided by the ability of the individual in a
responsible way.

With this contract system, the production can be
increased and developed. The workers will always try to
avoid the occurrence of damage or defects in
material and production facilities, say to the engine so that optimal working conditions can be created.
(Kartasaputra, and Setiadi, 1986: 63-64).

3. CLOSING REMARKS
Wages have a strategic role because wages are one
element of well-being in addition to social security,
and the provision of other facilities. In line with the
Government's commitment in the fight against poverty
and unemployment reduction, then the determination
of minimum wage policy is a social safety net as a
safeguard so that wages are not plunged to dangerous
levels of nutrition and health of workers.

As the command of Article 89 paragraph (4) of Law
No. 13 of 2003 on employment, the Regulation of the
Minister of Manpower and Transmigration No. PER-
17 / MEN / VIII / 2005 dated August 26, 2005 on
Components and Implementation Phases Achievement
Living Needs.

REFERENCES
History of an Idea. Chicago The University of
Chicago Press.
Kesenjangan, Kongslerasi dan Korupsi di
Indonesia. Jogjakarta. PAUA. FE. UGM
Ketenagakerjaan. Alih Bahasa Wimanjaya K.
Liohe. Jakarta Lembaga Penerbitan U.I.
Economic: Ages Employment and Trade Union.
Illionis Richard D. Irwin Inc. Home wood.
Manusia Peluang Kerja Dan Kemiskinan.
Jogjakarta. Tiara Wacana.
Manusia. Teori dan Kebijakan. Jakarta. LP3ES.
Perupahan Pada Perusahaan. Jakarta. Media
Aksara.
and Alternative Wage Payment System. Dalam
H.M. Sidik Priadana: Faktor-faktor yang
Mempengaruhi Produktivitas Tenaga Kerja
Sebagai Dasar Dalam Penetapan Upah Pada
Manusia Peluang Kerja Dan Kemiskinan. Jogya.
Tiara Wacana.
Politik. Jakarta. LP3ES.
Kebutuhan Pekerja". Jakarta. Analisa CSIS No. 3
June 1994.
Pasca Boom Minyak. Jakarta Prisma No. 1 Tahun
XXI Januari 1992, LP3ES.
Pancasila Mengangkat Nilai Kemanusiaan.
Jakarta. Pustaka Cidesinalo.
Upah Minimum Dan Pasar Tenaga Kerja".
Jakarta. Analisa CSIS. No. 3 Juni. 1994. CSIS.
Growth. Report. No.15383-IND.