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Wage Installments Based on Family in Employing Construction Workers by the Wealthy: Case Study of Construction Workers in Koto XI Tarusan District

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Abstract

The main problem in this study is that wages are the main source of income for construction workers. This research is a field research with a qualitative approach. This study analyzes data using the Miles and Huberman analysis technique consisting of data reduction, data presentation, and drawing conclusions. The results of this study are that the building owner, as a wealthy person, employs his family as construction workers. The payment of wages is in accordance with the wages of construction workers. The payment of wages is made in installments without the consent of his family as construction workers, and no one protests and demands payment of wages. After discussion, it was found that installment wages based on kinship include consuming the sweat of others. The legal basis is Surah An-Nahl verse 90, Surah An-Nisa verse 135 and Hadith narrated by Bukhari number 2.227. Which opposes the existence of injustice and good treatment in the context of work and social relations that occur. All three legal bases oppose, because here there is exploitation of work that benefits the owner of the house building as the employer, and harms the recipient of the work who is his family as a construction worker.

Keywords

Wages; Construction Workers; Eating Other People's Sweat; Exploitation of work

Introduction

Currently, the construction of houses and shops is often undertaken by the wealthy and middle classes. Both groups employ construction workers to complete their homes and shops. They typically live in their own homes and shops, while others rent them out as businesses. In addition, the government and donors are also building public facilities, such as mosques and schools. The construction of houses, shops, and other public facilities has created jobs for construction workers. This job creation prevents unemployment among construction workers. Some construction workers rely heavily on this work to support their families. Without this work, some construction workers would be at a loss for other jobs due to their limited ability and ingenuity to earn a living. Meanwhile, they must provide for their families. If these needs are not met, it can negatively impact their children's health and education. Therefore, construction

workers always pray and hope that there will be construction of houses, shops, and other public facilities.

Construction workers are very happy with the large number of houses, shops, and public facilities being built. This is because this is where construction workers earn their income. Working as a construction worker is not easy. This work can only be done by skilled and patient individuals. Furthermore, the risks are significant, including disability and death. Of course, those who choose to work as construction workers are prepared to face the risks. Each construction worker possesses different skills. The differences these work skills determine the income earned by construction workers. The income earned by construction workers is called wages. However, some construction workers consider their income to be called salary. However, wages and salaries are different. A salary is a fixed monthly payment for work, regardless of whether they are on duty or on leave. Wages, on the other hand, are payments that can increase or decrease over time, as work leave and leave are not paid. Economically, wages are a source of income for construction workers. Research on wages is interesting, as wages are the primary source of income for construction workers.

Research on wages has been extensively researched. To date, twenty-nine journal articles have been published on wages. Research on wages is divided into four perspectives. First, the human resource management perspective (Daniel, 2020), (Chairunnisa & Juliannisa, 2022), (Fahrezi & Sudibyo Bo, 2023). (Efendi et al., 2020), (Kumbadewi et al., 2021). Second, the legal perspective (Purnama & Amelia, 2021), (Aprilsesa et al., 2023), (Gunadi, 2020). Third, the economic perspective (Fajri & Mafruhah, 2023), (Husada & Yuhana, 2022), (Filiyasi & Setiawan, 2021), (Izzah & Hendarti, 2021), (Ahmaddien & Sa'dia, 2020), (Yanda et al., 2022), (Helvira & Rizki, 2020), (Rahmi & Riyanto, 2022), (Sabyan & Widyanti, 2022), (Soeharjoto & Oktavia, 2021), (Rohmah & Sastiono, 2021), (Baihawafi & Asnita Frida Sebayang, 2023), (Basmar & Sugeng, 2020), (Hanifah & Hanifa, 2021), (Choirunnisa & Qintharah, 2022), (Sari, 2021), (Rahmawati, 2023), (Rahmawati & Sebayang, 2023), (Mariana & Safrijal, 2024), (Ramadana & Rahmaniari, 2023). Fourth, the information systems perspective (Setiawansyah et al., 2021). So far, there has been no research on the perspective of Islamic economic law regarding the payment of construction workers' wages in installments on a familial basis by wealthy individuals without the workers' consent. This research is relevant because many wealthy individuals still employ their families as construction workers and pay their wages in installments on a familial basis without the workers' consent.

This study focuses on the issue of wage installments based on kinship in the employment of construction workers by wealthy individuals. This study aims to examine the perspectives of Islamic economic law on wage installments based on kinship in the employment of construction workers by wealthy individuals, including whether or not they rely on the labor of others. The research question is: How do wealthy individuals employ construction workers who are their family members?

This research is important to examine the legal certainty of Islamic economics regarding wage installments based on kinship in the employment of construction workers by wealthy individuals, including whether or not they rely on the labor of others. Furthermore, this research is also important to uphold fairness in the payment of construction workers' wages. This research will be discussed using the theory of labor exploitation and Quranic verses. Therefore, this study is entitled Wage Installments Based on Kinship in the Employment of Construction Workers by Wealthy Individuals (Case Study of Construction Workers in Koto XI Tarusan District).

Method

This research is a field study with a qualitative approach. Data was collected through interviews with six informants, four of whom were construction workers and one was a head of construction workers. This study analyzed The data was analyzed using the Miles and Huberman analysis technique, which consists of data reduction, data presentation, and data conclusion drawing. The data reduction here focuses on how wealthy individuals employ construction workers who are part of their families in Koto XI Tarusan District. The data is then presented and discussed using labor exploitation theory and Quranic verses. Finally, the data is summarized with research findings and discussion.

Result and Discussion

How Rich People Employ Construction Workers Who Become Their Family

How wealthy people employ construction workers who become their family. The data was obtained through interviews with informant 1. The following are the results of the interview.

I work as a construction worker. I'm now a senior construction worker. I've been working as a construction worker for a year. During my time here, I've been paid daily. The daily wage is Rp 150,000 per day for senior construction workers, and Rp 100,000 per day for junior construction workers. Construction workers' wages are paid once a week, on Mondays. Currently, I work with my younger cousin. I'm assigned to build a house, and I work six days a week. The payment is a daily rate of Rp 150,000. The wages are paid every Monday. However, on Mondays, my wages are

always paid in installments of an uncertain amount. The wages aren't paid in full for the six working days. Even though my younger cousin is wealthy, I want to protest and demand payment in full. I'm reluctant and afraid of damaging my family relationship (Interview with informant 1, construction worker, March 20, 2025).

Based on the interview above, it is explained that informant 1 works as a construction worker every day. Currently, he has become a senior construction worker. He has worked as a construction worker for a year. During his time working in the Koto XI Tarusan District, the wage system he received was daily. With Rp 150,000 per day for senior construction workers and Rp 100,000 per day for junior construction workers. He said that construction workers' wages here were paid once a week, specifically on Mondays. Currently, he works with his younger cousin. He was hired to build a house and works for six days a week. He is paid daily at Rp 150,000 per day. His wages are paid every Monday. However, when Monday comes, his wages are always paid in installments by his younger cousin at an uncertain amount. The wages were not paid in full for six working days. He said, even though his younger cousin is a wealthy person. He wants to protest and demand payment of the wages in full.. He was reluctant and afraid of ruining his family relationship with his younger cousin. Then, another interview was conducted with informant 2. The following are the results of the interview.

I work as a construction worker. I'm now a senior construction worker. I've been working as a construction worker for three years. During my time here, I've been paid daily. The daily wage is Rp 150,000 per day for senior construction workers, and Rp 100,000 per day for junior construction workers. Construction workers' wages are paid once a week, on Mondays. Currently, I work with my female cousin. I'm tasked with building a house, and I work six days a week. The payment is a daily rate of Rp 150,000. The wages are paid every Monday. However, when Monday comes, my wages are always paid in installments of an irregular amount. The wages aren't paid in full for the six working days. Even though my female cousin. I'm wealthy. I want to protest and demand payment of my wages in full. I'm reluctant and afraid of damaging my family relationship.(Interview with informant 2, construction worker, March 20, 2025).

Based on the interview above, it was explained that informant 2 works as a construction worker every day. Currently, he has become a senior construction worker. He has worked as a construction worker for three years. During his time working in the Koto XI Tarusan District, he received a daily wage system. With Rp 150,000 per day for senior

construction workers and Rp 100,000 per day for junior construction workers. He said that construction workers' wages here are paid once a week, specifically on Mondays. Currently, he works with his female cousin. He was hired to build a house and works for six days a week. He is paid daily at Rp 150,000 per day. His wages are paid every Monday. However, when Monday comes, his wages are always paid in installments by his female cousin at an uncertain amount. The wages were not paid in full for six working days. He said, even though his female cousin is a wealthy person. He wants to protest and demand payment of the wages in full.. He was reluctant and afraid of damaging his family relationship with his older female cousin. The author then conducted another interview with informant 3, a construction worker. The following are the results of the interview.

I am a construction worker. I have worked as a construction worker for a year. I initially worked with my parents as a construction worker. Currently, I am a senior construction worker. During my time as a construction worker, I receive a daily wage system. Currently, the daily wage is Rp 150,000 per day for senior construction workers, and Rp 100,000 per day for junior construction workers. Construction workers' wages are paid once a week, specifically on Mondays. Currently, I work with my niece. I am asked to build a house, and I work six days a week. The payment is a daily system of Rp 150,000. Wages are paid every Monday. However, when Monday comes, my wages are always paid in installments of an uncertain amount. Wages I haven't been paid in full for 6 days of work. My niece is wealthy. I want to protest and demand payment in full. I'm reluctant and afraid of damaging our family relationship.(Interview, informant 3, construction worker, March 26, 2025).

Based on the interview above, it is explained that informant 3 is a construction worker. He has worked as a construction worker for a year. Initially, he was brought to work by his parents. Finally, he has remained a construction worker until now. Currently, he has become a senior construction worker. During his work as a construction worker, the wage system he receives is daily. Currently, the daily wage is Rp 150,000 for senior construction workers, and Rp 100,000 for junior construction workers. He said that the construction worker's wages here are paid once a week, specifically on Mondays. Currently, he works with his niece. He was hired to build a house and works for a six-day week. He is paid on a daily basis of Rp 150,000 per day. His wages are paid every Monday. However, when Monday comes, his wages are always paid in installments by his niece at an uncertain amount. The wages have not been paid in full

for six working days. He said, even though his niece is a wealthy person. He wants to protest and demand payment of the wages in full.. He was reluctant and afraid of ruining the family relationship with his niece. Then, the author did re-interview with informant 4 as a construction worker. The following are the results of the interview.

I work as a construction worker. I've only been working for a month. I started working as a construction worker. I was hired by a friend because I was unemployed. Currently, I'm still a junior construction worker. During my time here, the wage system is daily. For one day's work, I get paid Rp 100,000 per day as a junior construction worker.. I currently work with my niece. I'm assigned to build a house, and I work six days a week. The pay is a daily rate of Rp 100,000. The wages are paid every Monday. However, when Monday comes, my wages are always paid in installments of an uncertain amount. The wages aren't paid in full for six working days. Even though my niece is wealthy, I want to protest and demand the full payment. I'm reluctant and afraid of damaging my family relationship.(Interview, informant 4, construction worker, March 26, 2025).

Based on the interview above, it is explained that informant 4 works as a construction worker every day

He said he has only been working as a construction worker for a month. He initially worked as a construction worker. He asked a friend for a job, and was eventually hired as a construction worker. Currently, he is still a junior construction worker. During his time as a construction worker, the wage system he receives is daily. One day of work is paid Rp 100,000 as a junior construction worker. Currently, he works with his niece. He was hired to build a house and works for 6 days a week. He is paid daily at Rp 150,000 per day. His wages are paid every Monday. However, when Monday comes, his wages are always paid in installments by his niece at an uncertain amount. The wages have not been paid in full for 6 working days. He said, even though his niece is a wealthy person. He wants to protest and demand payment of the wages in full.. He was reluctant and afraid of damaging his family relationship with his niece. Then, a follow-up interview was conducted with informant 5 to corroborate the data. The following is the result of the interview with informant 5, a construction worker.

I work as a construction worker. I've only been working here for eight months. I started working as a construction worker. I was hired by a friend because I was unemployed. Currently, I'm still a junior

construction worker. During my time here, the wage system is daily. For one day's work, I get paid Rp 100,000 per day as a junior construction worker.. I currently work with my younger sister. I'm assigned to build a house, and I work six days a week. The pay is a daily rate of Rp 100,000. The wages are paid every Monday. However, when Monday comes, my wages are always paid in installments of an uncertain amount. They haven't been paid in full for six working days. Even though my younger sister is wealthy, I want to protest and demand that the wages be paid in full. I'm reluctant and afraid of damaging our family relationship.(Interview, informant 5, construction worker, March 26, 2025).

Based on the interview above, it was explained that informant 5 works as a construction worker every day. He stated that he has only been working as a construction worker for eight months. He initially worked as a construction worker. He asked a friend for a job, and was eventually hired as a construction worker. Currently, he is still a junior construction worker. During his time as a construction worker, he received a daily wage system. One day's work was paid Rp 100,000 as a junior construction worker. Currently, he works with his younger brother. His biological sister. He was hired to build a house and worked for six days a week. He was paid a daily wage of Rp 150,000 per day. His wages were paid every Monday. However, when Monday came, his wages were always paid in installments by his younger sister, at an irregular amount. The wages were not paid in full for six working days. He said that this was despite his younger sister being wealthy. He wanted to protest and demand payment of the wages in full.. He was reluctant and afraid of damaging his family relationship with his younger sister. This data was then reinforced by an interview with informant 6, the head of the construction workers. The following are the results of the interview.

I am a homeowner. I employ families as construction workers. I bring them to work and have them build a house for me. I pay them their wages accordingly. I pay senior construction workers Rp 150,000 per day and junior construction workers Rp 100,000 per day. The construction workers' wages are paid once a week, on Mondays. I have them build a house and work six days a week. Out of familial considerations, I pay them in installments without their consent. I may be wealthy, but I only pay my wages in installments. None of my family members, who work as construction workers, dare protest and demand payment.(Interview, informant 6, house owner, March 26, 2025).

Based on the interview results above, it was explained that informant 6 is a house owner. He stated that he employs his family members as

construction workers. He brings them to work and instructs them to build his house. He stated that he will pay them a fair wage. He pays senior construction workers Rp 150,000 per day., and Rp 100,000 per day for junior construction workers. He paid the construction workers once a week, on Mondays. He employed his family to build a house and work six days a week. Out of familial considerations, he paid his family's wages in installments without their consent. He explained that he was wealthy, but he paid his family's wages in installments without their consent. None of his construction workers' families dared protest and demand payment from him.

The results of this study indicate that wealthy building owners employ their families as construction workers. Their wages are paid in installments without the consent of their families, and no one protests or demands for payment. Wages are the remuneration received by workers for their performance to their employers (Zunaidah et al., 2020). Wages are the primary source of income for construction workers. Construction workers rely heavily on their wages to meet their and their families' needs. Without wages, construction workers are forced to switch professions to meet their living expenses. As construction workers, fair and decent wages are key to accepting employment and are willing to work in any position, as long as the position is halal by the employer. An employer is a person who makes a job offer so that the vacant position can be filled immediately by the employee, and the employee will be given compensation in the form of money and facilities. Workers. Meanwhile, workers are those offered a job to immediately fill a vacant position and will be compensated with money and work benefits by the employer. Speaking of economic pressure, whether or not paying wages in installments by the wealthy is considered a form of profiteering from the hard work of others.

Eating someone else's sweat is taking another person's rights through subtle means, coercion, and deception to gain economic advantage and enrich oneself. One way to exploit someone else's sweat is through worker exploitation. Worker exploitation involves employing a person or group of people by deceiving them with promises of high wages and short working hours, when in reality the wages are low and the hours long, and forcing them to accept unfair and inadequate wages and working hours. Another definition of labor exploitation is using one's position or authority to force workers to accept inadequate compensation payments in order to enrich oneself (Gunadi, 2020).

Considering this definition of labor exploitation, paying wages in installments by the wealthy constitutes exploiting the hard work of

others. Sharia economic law deems exploiting the hard work of others, such as paying wages in installments, to be unlawful. This is because construction workers have worked hard to complete the work, and their wages are their primary source of income. These wages provide a source of income to meet their living expenses and to fund future investments.

With the payment of wages in installments, the money that would have been used to meet living expenses and investment needs is ultimately disrupted. Money that is of little value to the rich is of great value to the poor. Although the remaining unpaid wages are of little value to the rich, the remaining unpaid wages are of considerable value to the poor. If used to purchase living necessities and invest the money, it will have a significant value in the future. Therefore, paying wages in installments by the rich is considered to be exploiting the sweat of others and is forbidden. This is because it constitutes exploitation of labor. The legal basis for this is Surah An-Nahl verse 90, Surah An-Nisa verse 135, and Hadith narrated by Bukhari number 2227. First, Surah An-Nahl verse 90, which means:

Indeed, Allah commands you to act justly, do good deeds and give help to relatives. He also forbids abomination, wickedness and enmity. He gives you lessons so that you can take lessons.

Second, Surah An-Nisa verse 135 which means.

O people of faith, be you enforcers of justice and witnesses for the sake of God. Although, the testimony burdens yourself, your parents or your relatives. If he is likened in rich or poor testimony. God deserves to know the benefits of both. So do not follow lust that deviates from the truth. If you twist your words or turn your back refusing to be a witness. Indeed, Allah is very careful about everything you do

Third, the Hadith narrated by Bukhari number 2227 which means

Three people will be their enemies on the Day of Resurrection. One of them is a person who employs someone, then the person completes the work well but is not paid his wages.

The three legal bases above all explain justice and fair treatment in the context of work and social relations. The legal bases consist of two surahs in the Quran and one hadith of the Prophet. All three explain the importance of justice and fair treatment in the context of work and social relations. In this case, however, injustice and fair treatment occur in the context of work and social relations. All three legal bases oppose this, because this is labor exploitation that benefits the employer and harms the employee. The employer here is the owner of the house who pays the

wages of the construction workers, who are part of his family. This then harms the employee, who is part of his family as a construction worker. This is by not paying the wages in full for six days. A work week is six days. Based on these three legal bases, it is clear that paying wages in installments constitutes taking advantage of someone else's sweat, because it constitutes labor exploitation.

Conclusion

The results of this study indicate that the wealthy building owner employed his family as construction workers. The wages were paid in installments without the consent of his family as construction workers, and no one protested and demanded payment. After discussion, it was concluded that paying wages in installments based on kinship was considered to be exploiting the hard work of others. The legal basis for this is Surah An-Nahl verse 90, Surah An-Nisa verse 135, and the Hadith narrated by Bukhari number 2.227. These oppose injustice and good treatment in the context of work and social relations. All three legal bases oppose this, as it involves exploitation of labor that benefits the homeowner as the employer and harms the recipients of labor, who are his family as construction workers.

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