

ABSTRAK

Skripsi dengan judul “Sistem Penetapan Upah terhadap Kinerja Karyawan dalam Meningkatkan Kesejahteraan Karyawan pada Usaha Bakpia *and Fresh Cake* Maharani Trenggalek” ditulis oleh Nisa’ Ayu Khoirunnikmah NIM. 12402183165 jurusan Ekonomi Syariah, Fakultas Ekonomi dan Bisnis Islam, pembimbing oleh Syamsul Umam, S.H.I., M.H.

Latar belakang dari penelitian skripsi ini yaitu tingginya tingkat pengangguran menyebabkan sebagian masyarakat tidak dapat mencukupi kebutuhannya. Usaha Bakpia *and Fresh Cake* Maharani dalam hal ini mampu merekrut karyawan dengan jumlah tidak sedikit. Namun, masih minimnya sistem selektif pada saat merekrut karyawan dapat mengakibatkan kinerja karyawan yang kurang maksimal. Kurang optimalnya kenyamanan kerja karyawan dan upah yang dibayarkan tidak sesuai dengan kualitas maupun kuantitas kerja, maka semangat kerja karyawan menurun sehingga produktifitas yang dijalankan juga ikut terhambat. Penelitian ini berfokus pada (1) Bagaimana penilaian sistem kinerja karyawan pada usaha Bakpia *and Fresh Cake* Maharani? (2) Bagaimana sistem penetapan upah karyawan yang diterapkan pada usaha Bakpia *and Fresh Cake* Maharani guna meningkatkan kesejahteraan karyawan? Tujuan dari penelitian ini yaitu untuk mendeskripsikan penilaian kinerja karyawan dan sistem penetapan upah yang diterapkan di usaha Bakpia *and Fresh Cake* Maharani guna meningkatkan kesejahteraan karyawan.

Metode penelitian yang diterapkan menggunakan pendekatan penelitian kualitatif deskriptif teks. Sumber data primer dan skunder yang diperoleh melalui teknik pengumpulan data dari kegiatan wawancara, observasi, dan dokumentasi di lapangan. Analisis data yang digunakan yaitu menggunakan teknik analisis reduksi data, penyajian data, dan menarik kesimpulan. Pengecekan keabsahan temuan melalui triangulasi dan tahap penelitian.

Hasil penelitian menunjukkan bahwa usaha Bakpia *and Fresh Cake* Maharani mengutamakan unsur prestasi kerja melalui penilaian kinerja karyawan, rasa tanggung jawab, dan kerjasama yang baik antar karyawan. Sistem penetapan upah karyawan yang diterapkan yaitu menggunakan hitungan per-jam dengan kisaran kurang lebih sekitar Rp. 2.500 – Rp. 3.500. Jenis upah yang digunakan yaitu jenis upah nominal. Dua faktor yang mempengaruhi tinggi rendahnya pemberian upah, yakni kualitas kinerja yang dimiliki karyawan dan kemampuan perusahaan dalam membayar. Namun ketika pemberian upah di Usaha Bakpia *and Fresh Cake* Maharani belum cukup besar dan masih dibawah UMR, akan tetapi mereka para karyawan mampu memenuhi kebutuhan hidupnya seperti: tercukupinya kebutuhan rumah tangga dan biaya anak sekolah. Selain upah, karyawan juga mendapatkan fasilitas kerja, seperti: jatah makan, uang transportasi, tempat istirahat, lingkungan kerja yang nyaman, PPPK, dan fasilitas liburan kerja setiap setahun sekali.

Kata kunci: *Kesejahteraan Karyawan, Penetapan Upah, Kinerja Karyawan.*

ABSTRACT

Thesis entitled "Wage Determination System on Employee Performance in Improving Employee Welfare at Bakpia and Fresh Cake Maharani Trenggalek Business" written by Nisa' Ayu Khoirunnikmah, NIM 12402183165, Department of Sharia Economics, Faculty of Economics and Islamic Business, supervisor by Syamsul Umam, S.H.I., M.H.

The background of this thesis research is that the high unemployment rate causes some people to be unable to meet their needs. Bakpia and Fresh Cake Maharani's efforts in this case were able to recruit a large number of employees. However, the lack of a selective system when recruiting employees can result in less than optimal employee performance. If the employee's work comfort is not optimal and the wages paid are not in accordance with the quality and quantity of work, then employee morale decreases so that productivity is also hampered. This research focuses on (1) How is the employee performance appraisal system in the Bakpia and Fresh Cake Maharani business? (2) How is the employee wage setting system applied to the Bakpia and Fresh Cake Maharani business in order to improve employee welfare? The purpose of this research is to describe employee performance appraisal and wage setting system applied in Bakpia and Fresh Cake Maharani business in order to improve employee welfare. The research method applied is a descriptive qualitative research approach. Sources of primary and secondary data obtained through data collection techniques from interviews, observations, and documentation in the field. The data analysis used is using data reduction analysis techniques, presenting data, and drawing conclusions. Checking the validity of the findings through triangulation and the research phase.

The results showed that Bakpia and Fresh Cake Maharani's efforts prioritized elements of work performance through employee performance appraisals, a sense of responsibility, and good cooperation between employees. The employee wage setting system that is applied is using an hourly count with a range of approximately Rp. 2,500 – Rp. 3,500. The type of wages used is the type of nominal wages. Two factors that influence the level of wages, namely the quality of the performance of employees and the company's ability to pay. However, when the wages at Maharani's Bakpia and Fresh Cake Business were not large enough and were still below the minimum wage, the employees were able to meet their daily needs, such as: sufficient household needs and school fees for children. In addition to wages, employees also get work facilities, such as: food rations, transportation fees, a place to rest, a comfortable work environment, first aid workers, and work vacation facilities once a year.

Keywords: Employee Welfare, Wage Determination, Employee Performance.