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Al Ujroh as an Alternative of a Fair Wage Setting Solution

Authors Corresponding Author

Asri WijayantiAsri Wijayanti

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Keywords

ujroh, wages, fair, workers, work relations

Abstract

Wages are compensation for the work done. The amount of wages should not be detrimental to the parties who are bound by work relations. Workers' wages have been regulated by Law No. 13/2003. Determination of minimum wages and wage-scale structures has created employment problems. This study aims to formulate a legal framework for fair wage regulation based on the principle of ujroh. This legal research uses a legislative and conceptual approach. The result of the study is that the regulation of minimum wages has not provided a sense of justice for the parties. Wage-scale structure regulations contain vague norms. The principle of ujroh must have the element of truth of substance and procedure, the substance of the subject emphasizes character as God's creature,

while the substance of an object is the halal work. The procedures must be clear and must not contain harmful elements. The conclusion obtained from this study is that the use of the principle of ujroh in work relations can be an alternative solution to fair wage regulation.

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Development of Assessment Instrument for Social Care Character in Civic Education Course at Universitas Negeri Semarang

Sunarto Sunarto, Tijan Tijan, Tutik Wijayanti, Eta Yuni Lestari

This study aims to develop a reliable and effective character assessment instrument in the Civic Education course. The research method used is research and development (R&D) method that aims to produce the product and test the effectiveness of the product through 6 stages of research. The results achieved...

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Students' Proof Schemes for Disproving Mathematical Proposition

Mochammad Amirudin, Yusuf Fuad, Pradnyo Wijayanti

Proof and proving play an important role for students in justifying the validity of mathematical propositions. This qualitative research was concerned to assess students' proof schemes for disproving mathematics propositions. The sample was 11th grade students of SMAN 1 Surabaya. All students had to...

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7th Grade Students' Number Sense Based on Reflective and Impulsive Cognitive Styles

Zainal Zainal, Masriyah Masriyah, Pradnyo Wijayanti

Understanding of numbers refers to number sense. Number sense is basic for learning numbers. The aims of this study are to describe 7th students' number sense who have reflective and impulsive cognitive styles fraction. The subjects were students of the 7th grade. All students' were given Matching Familiar...

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Developing learning materials supporting teachers' understanding on mathematics problem-solving knowledge for teaching

Tatag Yuli Eko Siswono, Ahmad Wahidul Kohar, Sugi Hartono, Rooselyna Ekawati, Pradnyo Wijayanti

This study aims to develop a set of learning materials supporting teachers' understanding of mathematics problem-solving knowledge for teaching

(MPSKT). The MPSKT implemented in the learning materials consist of problem-solving content knowledge (PSCK) (knowledge of problems, nature problem-solving,...

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Students' Creative Thinking Process based on the Wallas Stage in Solving Mathematical Modeling Problems

Ila Mardianti, Masriyah Masriyah, Pradnyo Wijayanti

The individual's creative level in solving mathematical problems is of course different. Using mathematics to solve problems is called math applications. The modeling process is very helpful for students in solving mathematical problems related to contextual problems. Four stages of Wallas's creative...

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Visual and Analytical Strategies in Spatial Visualization of Junior High School Students in Completing the Reflection Tasks

Faridhotus Sholihah, Pradnyo Wijayanti, Endah Budi Rahaju

Spatial visualization is a mental ability in imagining an object, manipulating objects, rotating objects along with changing elements in it, or changing objects described into different shapes. Every student has a different strategy in solving a particular mathematical problem in solving mirroring problems....

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Needs Analysis for Development Authentic Assessment Oriented NGSS

Tiara Cahyanti, Sukarmin Sukarmin, Ashadi Ashadi

Needs analysis on the learning process is needed to know the needs of schools in order to achieve learning objectives. NGSS is a framework in the 21st century learning which requires the active participation of students in learning Science, Technology, Engineering, and Mathematics (STEM). This research...

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Women Behavior in Social Media in Fulfillment of Online Shopping Needs

Susi Yunarti, Wijayanti Wijayanti

The rapid development of information technology, especially the internet has changed the lives of people around the world. Internet and social media has transformed into a social-needs. The younger generation in particular became the most dependent group on the internet. Come together the online shop...

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Cultural Identity Discourse Management By Riau Malay Elites

Alfarabi Alfarabi

The strength of post-reformation Malay cultural identity is seen when the policy of regional autonomy and the electoral system directly meet with local elites who want to gain power. The way used is with the politics ethnic groups nomenclature. In practice, the group that is named by the elite sometimes...

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Representation of Media Literacy of Health Communication Dimensions in Indonesia

Kinkin Yuliaty Subarsa Putri, Vera Wijayanti Sutjipto, S Bektis Isyanto

Health in Indonesia is not so good move. One factor is the lack of information and socialization of health programs to the community. This study looks from previous research states that information has been submitted to the community in the media below the line. But the public literacy is not so good....

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Implementation of Lesson Study in Mathematics Learning Based on Student Cognitive Style

Djarmiko Hidajat, Siti Amin, Yusuf Fuad

The research on the implementation of the lesson study aims to obtain information on students' readiness in learning mathematics based on their cognitive style. There are two students' cognitive styles, field dependent and field independent cognitive styles. The method of obtaining information on students'...

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Mendeley As A Reference Management and Citation Generator for Academic Articles

Dewi Kusumaningsih

The purpose of this study is to analyze the problems that arise in using Mendeley as a reference management and citation generator for academic articles. It applied a Qualitative Approach by involving lecturers, teachers and students as the participants in a workshop. It adopted observation and interview...

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Development of Textile Natural Dyeing using Hybrid Dyes from Mango Leaves Turmeric

Nita Kusumawati, Samik Samik, Agus Budi Santoso, Asri Wijastuti

In this study, natural staining procedures have been evaluated using hybrid dyes of mango and turmeric leaves. To get rich color shades with high strength and color fastness, coloring is done by involving a number of preparation stages which include washing using Turkish Red Oil (TRO), mordanting using...

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36. The Role of Regional Public Library to Support Political Literacy in Society

Rahmat Sefullah, Tiyas Haryani

The Politics became currently used for the general public. Reform has generated a stream of freedom in public disclosure and disclosure as its supporters. This article discusses the role of regional libraries in strengthening the political literacy by the general public. Articles are reviewed through...

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The Utilization of Edmodo in Blended Learning

Evy Nurvitasari, Riyawan Susanto, Khumaeroh Dwi Nur'aini, Etriana Meiris ...

Information and Communication Technology (ICT) develops rapidly in all fields in our lives, including education. The development of ICT will have an effect on the learning process which was initially face-to-face conducted conventionally to be more open by using ICT. Blended learning is a combination...

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Al Ujroh as an Alternative of a Fair Wage Setting Solution

Asri Wijayanti

Wages are compensation for the work done. The amount of wages should not be detrimental to the parties who are bound by work relations. Workers' wages have been regulated by Law No. 13/2003. Determination of minimum wages and wage-scale structures has created employment problems. This study aims to formulate...

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Does the Placement Termination Policy of Migrant Workers Provide Protection?

Devi Rahayu

The rise of cases affecting migrant workers encourages the Indonesian government to carry out a policy of stopping the sending of migrant workers. Enactment of placement termination policies of workers in several countries taken as policy that is expected to provide protection for migrant workers. In...

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The Effect of Psychological Contracts and Organizational Commitments to the Performance of Employees

Muhammad Jufri, Novita Maulidya Jalal, Muhammad Aras, Asmulyani Asri

This study aims to determine the effect of psychological contract and commitment of employees working in CV Visual Data Computer Makassar. This is expected to provide an overview of the influence of psychological contracts and organizational commitment on employee performance. This study took a sample...

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Effectiveness of The Implementation of Corporate Social Responsibility By Star Hotels in Nusa Dua Area to Improve the Environmental Quality and Community Welfare

Ida Ayu Kade Werdika Damayanti, Dewa Made SuriA Antara, Ni Ketut Bagiastuti

This study entitled Effectiveness of the Implementation of corporate social responsibility (CSR) programs by star hotels in Nusa Dua area to improve environmental sustainability and community welfare. Corporate social responsibility is one form of implementing of sustainable development. This is because...

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Stakeholder Collaboration: Strategies to Strengthen Disability Capacity Achieve Economic Independence in Madura

Tjitjik Rahaju, Asri Widjiastuti, Galih Wahyu Pradana

Attention to persons with disabilities should always be enhanced by involving various stakeholders. The involvement of all stakeholders at the central and regional levels was developed in a collaborative strategy to strengthen the capacity of disability to be self-sufficient and able to contribute economically. The...

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The Contribution of Pattern Making Knowledge and Sewing Skill to the Outcome of Women's Blazer Making

Irmayanti Irmayanti, Syamsul Hadi

The objective of this study is to understand the direct contribution of basic pattern making knowledge, drafting and sewing skill to the outcome of women's blazer making. The results showed that (1) knowledge of pattern making directly and significantly contributed to the outcome of women's blazer making;...

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Hyperreality in Surat Cinta Untuk Kartini's Film

Asri Bariqoh, Setya Yuwana Sudikan, Endang Surachni

Film is the most perfect simulation and hyperreality media. Through the film, reality of the past was presented by aligning between reality and illusion and fantasy. This study aims at determining the hyperreality in the film Surat Cinta untuk Kartini. Theoretically, this study is a contribution to the...

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The Techniques Teaching Vocabulary with BCCT Based Learning in Islamic Kindergarten Samarinda (A Case Study at Al-Azhar Syifa Budi Kindergarten)

Hasbi Sjamsir, Dian Anggriyani, Putri Mutia Ishaq

The purpose of this study is to know the teaching techniques used by teachers in teaching English vocabulary for 5-6 years old students of Al-Azhar Syifa Budi Kindergarten Samarinda based on BCCT learning model in the 2016/2017 academic year. The design of this study was descriptive qualitative, the...

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Legal Protection of Traditional Cultural Expression as a Regional Asset in Yogyakarta

Dyah Permata Budi Asri

Cultural protection in Yogyakarta is very important due to its various cultures as well as source of local income, especially in culture-based tourism sector which becomes a leading sector in Yogyakarta. However ownership of these cultures has potency to be utilized and claimed without legitimate rights...

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The Internalization and Implementation of Minangkabau Alternative Leadership Values for Formal and Informal Leaders in Padang

Sulastri Sulastri, Yuki Fitria, Chichi Andriani, Mega Asri Zona

The objectives of this research are 1) to conceptualize Minangkabau alternative leadership, and 2) to find out the level of knowledge and understanding of the

formal and informal leaders in Padang about the Universal Leadership Model in Minangkabau. The population of this research is formal leadership...

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Antecedents of Employee Organizational Commitment at Public Sector Organizations in West Sumatra

Mega Asri Zona, Megawati Megawati, Arief Maulana

This research analyzes employees' organizational commitment at public sector organizations in West Sumatra. This research used job satisfaction and perceived organizational support (POS) as antecedents of employee organizational commitment. The results of data analysis show that 1) perceived organizational...

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The Influence of Intellectual Capital on Corporate Value through Financial Performance

Iqbal Firdausi, Riswan Ludfi

This study aims to analyze the influence of intellectual capital on financial performance, the influence of intellectual capital on firm value, the influence of financial performance to firm value and the influence intellectual capital to company value through financial performance. The sample in this...

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An Investment Analysis Based on Main Commodities and T Effect of Licensing System, Availability of Manpower, and Economic Growth on Investment Realization in Jambi

Muhammad Safri, Muhammad Syurya Hidayat

To realize its investment, the Province of Jambi must have an information feasibility that can guide the investment feasibility study. They required preliminary data on pre-eminent commodities in the districts/cities, descriptions of the land types suitability and factors that are expected to affect...

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The Effect of Auditing Quality and Independent Board of Commissioners on Financial Performance of Property and Real Estate Companies in Indonesia

Aminar Sutra Dewi, Febsri Susanti, Maria Magdalena, Dewi Zulvia, Jhon Fernos

The decline in stock prices of property and real estate firms resulted from the government's policy of high loan interest has not affected the property sector and real estate. This study aims to examine the effect of good corporate governance implementation that is the quality of auditor (AQ) to financial...

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Analysis of Salary and Reward Effect toward Performance of Administrative Employees at Universitas Muhammadiyah Purwokerto

Mr Purnadi

This research is to know the effect of salary and reward or appreciation to performance variable and also to know the most influential variable to the performance of administrative employees of Universitas Muhammadiyah Purwokerto. The hypothesis tested in this research are salary and reward or appreciation...

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The Hadith Perspective on Educational Funding

Maslani Maslani, Ratu Suntiah, Yasniwarti Yasniwarti, Ujang Dedih

Educational funding is the provision of the necessary financial resources for the administration and management of education. The purpose of this study is to analyse and find the hadith perspective on educational funding. The analysis used in the discussion of this article is a qualitative analysis with...

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Assessment Instruments Development of Islamic Values in Experiment with Natural Pectin as a Corrosion Inhibitor

Cucu Zenab Subarkah, Muhammad Minan Chusni, Asri Nuansa Qolbi, Mahmud Mahmud

Experimental activities should be complemented by an assessment instrument that requires learners in addition to scientific thinking can also develop values. This study aims to develop an assessment instrument of Islamic values on the experimental use of pectin from lemon peel as a corrosion inhibitor...

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The Features of Bali between its Beauty and Destruction in 1960–2014 Poetry

I Nyoman Darma Putra, I Nyoman Weda Kusuma, I Gusti Ayu Agung Mas Triadnyani

Various intellectual discourse of the features of Bali is characterized by a transition of poetry-writing style that tends to reveal well and bad of Bali in its time in five decades, between 1960 to 2014. The objective of this research is to analyze the Features of Bali between beauty and destruction...

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Students' Vocabulary Achievement in Grade VII A at SMPN 7 Jember by Using Visual Media

Sheila Wijayanti

This paper explained about how to improve the junior high school students' vocabulary achievement by using visual media namely Pop-up Pictures. The research design used is Classroom Action Research (CAR). The data collection methods of this research were interview, observation, documentation, and vocabulary...

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Multimodality in Property Commercial: Linguistics Cityscape of Batu

Feny Anggeria, Levinda Hesty Suryawardhani, Ni Wayan Sartini

Property has always been a topic of discussion for the news media and among Indonesian. In terms of property advertising in Indonesia, the focus of this paper

is on the linguistic landscape of Batu City as one of the tourism destination Indonesia. This study is a multimodal discourse analysis of...

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Politeness System Portrayed in Social Media: A Case Study of Facebook Account “Sapawarga Kota Surabaya”

Intan Amalia, Kurnia Asri Prasetyorini

Facebook has become the most effective media used by many people to communicate and to interact. This phenomena used by Surabaya’s government to communicate and interact more with its citizen. This research revealed the politeness system used in their Facebook account, Sapawarga Kota Surabaya, by revealing...

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Signs of Multilingualism at Religious Places in Surabaya: A Linguistic Landscape Study

Ali Wafa, Sheila Wijayanti

This paper aims to present the languages used as public signs at the places of worship in Surabaya. The area is selected for its multilingual society. The data is in the forms of photos of outdoor and indoor signs and is taken from ten outstanding religious places in the city namely two mosques, two...

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The Effects of Skills-Based Health Education on the Knowledge of the Students, Attitude, and Behavior towards the Prevention of Environment-Based Diseases

Yuni Wijayanti, Anik Setyo Wahyuningsih

Environmental-based diseases are one of the causes of death. This research aims to analyze the influence of Skills-Based Health Education (SBHE) on knowledge, attitude, and behavior of the elementary school students in Sekaran Semarang towards the prevention of environmental diseases. The study used...

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Analysis of Energy Need and Adequacy of Athlete Based on Physical Activity Measurement by Using Pedometer

Deny Yudi Fitranti, Fillah Fithra Dieny, Choirun Nissa, Hartanti Sandi Wijayanti, Vintantiana Sukmasari, Maria Dolorosa Sus Renata

Physical activity is an important component in measuring energy need of an athlete. Pedometer is a tool to estimate energy expenditure from physical activities based on footsteps. This study aims to analyze the differences of energy needed and adequacy on athlete based on physical activity measurement...

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Development of Health Education Materials for Junior High School Students

Martin Sudarmono

Teaching materials are very important in teaching and learning in schools. Junior High School, the teaching materials used are not same with the curriculum, especially teaching materials of health education in physical education subject. The purpose of this research is to produce learning materials...

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The Grammatical Structure of Discourse in the Notary Text

Dwi Purnanto, Sumarlam Sumarlam, Sutji Muljani

This study aims to (1) know, describe, and explain the grammatical structure of discourse in the notary text from aspects of the use of grammatical markers; (2) to describe the grammatical marker dominating the grammatical structure of discourse in the notary text; and (3) explain the characteristics...

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Ujung Tradition in Nuclear Family: Linguistics Expressions and Cultural Meanings Inside it

Sigit Haryanto, Djatmika Djatmika, Wakit Abdullah, Dwi Purnanto

One of the spoken Javanese culture heritages that still carried out annually is ujung tradition. This tradition has close relation to lebaran day (ceremonial after fasting in a month). At that day or event, young, adult and old people celebrate happily. Ujung, really, is a part of a big tradition of...

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The Effect of Electronic Word of Mouth on Twitter towards Customers' Purchase Intention at Starbucks Coffee Indonesia

Wijayanti Dewi Prabandari, Vienna Artina Sembiring, Maria Angela

Internet has been growing rapidly in Indonesia. Starbucks is one of the companies which adopts Twitter as a media to promote its products since interactions occurred in the social media might result in Electronic Words of Mouth (eWoM) with larger and faster range of broadcasting rather than Words of...

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The Exploration of Ethno-Mathematics Embedded on Traditional Architecture of Rumah Gadang Minangkabau

Rozi Fitriza, Dona Afriyani, Mr. Turmudi, Dadang Juandi

Rumah gadang is a Minangkabau traditional house. Rumah gadang is a stage house where the house body is enlarged upward, like a ship. While the roof resembles a buffalo horn called gonjong. This paper describes the mathematics that is embedded in the design of rumah gadang. Exploration is done through...

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Principal Leadership in Developing School Culture

Mohammad Ridho, Mr Murtadlo, I Budayasa

The Principals leadership plays an important role in cultivating a school culture. The aim of this study was to analyze the principals leadership in an attempt to develop a positive school culture and its impact on school

achievement. A qualitative approach with case study was used. The study was conducted...

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Developing Students' Listening Skills Through Top-Down Process

Nur Sehang Thamrin, Muh. Asri Hente

Doing listening exercise is not an easy activity for students. Students find it difficult to grasp messages from oral communication; either from real communication or from audio/recording. The purpose of this study was to prove whether or not students' listening comprehension skills can be developed...

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Development Of Submitting Module Hardware And Handmade Maintenance Competency To Increase Creativity And Student Learning Results In Vocational High School

Rizky Yulianingrum Pradani, Luthfiyah Nurlaela, Wahono Widodo

The purpose of this study was to determine : the feasibility of modules developed to support learning with a model Problem Based Learning, the activities of teacher and students in teaching and learning activities using the module Manicure with problem based learning, the difference creativity students...

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Social Economic Empowerment for Ex-prostitutes and the Impacted Residents after Dolly and Jarak Closures

Mutimmatul Faidah, Biyan Yesi Wilujeng, Imami Arum Tri Rahayu

Dolly and Jarak are two bigger prostitutions in Surabaya, Indonesia before its closures in 2014. The closure still raises discussive issues in accordance with the closure itself and the forceful effort to return the prostitutes back home. This Participatory Action Research (PAR) used diverse subjects...

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Quality Improvement Of Corn Husk As Raw Material For Textile Products *

Hasdiana Hasdiana, Ayuddin Ayuddin

Corn is a prominent commodity in Gorontalo, Indonesia. Its productivity in Gorontalo continues to increase. While the focus in corn production is the kernel, the husk is considered as a waste. In this research, corn husk was processed in order to meet the quality standard of raw materials used in making...

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Up-Cycling: Beautifying Old-Fashioned Clothes In Indonesia

Ratna Suhartini, Juhrah Singke, Dwi Yanti

This study aimed at improving old clothes' using an up-cycle technique: through redesigning, combining, and decorating. The study was broken up into three stages: exploration, design, and embodiment. 30 new fashion designs for blouses and skirts were first categorized into three types (redesigning, combining...

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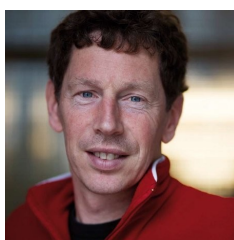


Prof. Charles Chui

Charles K. Chui, Ph.D. Wisconsin-Madison, is Research Professor of Mathematics at Hong Kong Baptist University and Consulting Professor of Statistics at Stanford University. He is also Curators' Professor Emeritus of the University of Missouri and Distinguished Professor Emeritus of Texas A&M University,

where he had joint appointments in four departments and two colleges, namely the Department of Mathematics and Department of Statistics (College of Science) and the Department of Electrical Engineering and Department of Computer Science (College of Engineering). His current research interest is in Computational and Applied Mathematics with a focus on real-world data processing, visualization, and understanding for big data areas such as blind source decomposition and feature extractions of time series, medical images, surveillance videos

and high-dimensional complex data on unknown manifolds to much lower dimensions. After spending over two decades of dedicated research in Function Theory, Approximation Theory, Harmonic Analysis and Computational Mathematics, he turned his attention to the applications of mathematics, particularly in solving real-world problems, first by working on medical imaging in collaboration with a team of radiologists and physicists in MD Anderson Cancer Center in Houston (Texas), followed by founding his first company in Silicon Valley in California based on his expertise in image compression and manipulation.



Prof. Frank van Harmelen

Frank van Harmelen is a Professor in Knowledge Representation & Reasoning in the AI department (Faculty of Science) at the Vrije Universiteit Amsterdam. After studying mathematics and computer science in Amsterdam, he moved to the Department of AI in Edinburgh, where he was awarded a PhD in 1989 for his research on meta-level reasoning. While in Edinburgh, he worked with Dr. Peter Jackson on Socrates, a logic-based toolkit for expert systems, and with Prof. Alan Bundy on proof planning for inductive theorem proving. After his PhD research, he moved back to Amsterdam where he worked from 1990 to 1995 in the SWI Department under Prof. Wielinga. He was involved in the REFLECT project on the use of reflection in expert systems, and in the KADS project, where he contributed to the development of the (ML)² language for formally specifying Knowledge-Based Systems. In 1995 he joined the AI research group at the Vrije Universiteit Amsterdam, where he was appointed Professor in 2002, and is currently leading the Knowledge Representation & Reasoning Group.



Prof. Chongfu Huang

Prof. Chongfu Huang is a full Professor at Beijing Normal University and President of the Society for Risk Analysis - China. He received his B.A.Sc. in Mathematics from Yunnan University, Kunming, China; his M.A.Sc. in Earthquake Engineering from the Institute of Engineering Mechanics, Harbin, China; and his Ph.D. in Applied Mathematics from Beijing Normal University. He worked at the Chinese University of Hong Kong as a Research Associate, and at Tokyo University of Science as an Associate Professor in 1996. As a visiting Professor, he worked at the University of Ghent in Belgium in 1997 and at the University Nebraska in Omaha in 2000. From 2000 to 2001, he was a Mercator Professor and worked at the University of Dortmund in Germany. As a visiting Professor, he worked again at Tokyo University of Science and at the University of Ghent in Belgium in 2004 and 2006 respectively.

Peter Hendriks



Peter Hendriks is a senior publishing professional with broad experience in both professional as well as scientific publishing companies. He obtained an MBA from the University of Groningen after which he joined Wolters Kluwer as a Management Trainee in 1987. In 1991 he became a Publisher and later Business Unit Director at Kluwer Professional Netherlands, and in 1999 he joined Kluwer Academic Publishers, initially as Vice President U.S., and was later appointed as CEO & President in 2001. Kluwer Academic Publishers was subsequently bought by private equity investors and merged with Springer in 2003 where Peter became a member of the Springer Executive Board

in different roles for the next 13 years. He left what had by t become Springer Nature in 2016 after which he took up a number of supervisory and advisory board positions in different publishing companies (including Atlantis Press). As of 2017, he serves as the Chief Executive Officer (CEO) of Dutch educational publisher Malmberg which belongs to the Sanoma media group.



Prof. Jie Lu

Professor Jie Lu is the Head of the School of Software in the Faculty of Engineering and Information Technology, and Director of the Decision Systems and e-Service Intelligence Research Laboratory in the Centre for Quantum Computation & Intelligent Systems at the University of Technology Sydney (UTS) in Australia. She received her PhD from Curtin University of Technology in Western Australia in 2000. Her main research interests lie in the area of computational intelligence systems, decision support systems, uncertain information processing, recommender systems and e-Government and e-Service intelligence. She has published five research books and 300 articles in academic journals, including IEEE Transactions on Fuzzy Systems, DSS and Information Systems, and various conference proceedings, and has won five Australian Research Council (ARC) discovery grants, an Australian Learning &

Teaching Council grant and 10 other research and industry linkage grants. She also received the first UTS Research Excellence Medal for Teaching and Research Integration in 2010.

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Al Ujroh As an Alternative Solution of a Fair Wage Regulation

1st Asri Wijayanti
Faculty of Law University
Muhammadiah of Surabaya
Indonesia
asri.wijayanti@fh.um-
surabaya.ac.id

Abstract—Wages are compensation for the work done. The number of wages should not be detrimental to the parties who are bound by work relations. Workers' wages have been regulated by Law No. 13/2003. Determination of minimum wages and wage-scale structures has created employment problems. This study aims to formulate a legal framework for fair wage regulation based on the principle of *ujroh*. This legal research uses a legislative and conceptual approach. The result of the study is that the regulation of minimum wages has not provided a sense of justice for the parties. Wage-scale structure regulations contain vague norms. The principle of *ujroh* must have the element of truth of substance and procedure, the substance of the subject emphasizes character as God's creature, while the substance of an object is the halal work. The procedures must be open and must not contain harmful elements. The conclusion obtained from this study is that the use of the principle of *ujroh* in work relations can be an alternative solution to fair wage regulation.

Keywords—*ujroh, wages, fair, workers, work relations*

I. INTRODUCTION

In general, wages are compensation after work. Not all of jobs are paid. Social work, often does not require payment of wages. The amount of wages should not be detrimental to the parties who are bound by work relations. Determination of minimum wages and wage-scale structures has created employment problems. Wages are often used as objects of labor disputes that can result in strikes, layoffs and death.

In the oil palm plantations of North Sumatera, Central Kalimantan, East Kalimantan and West Sulawesi, workers get a fine if they do not meet the picking target, as a result, the wives should continue the rest of the work[1].

Imposition of penalties on non-fulfillment of the target of the work, reminiscent of Koeli Ordinance (Stbl. 1880 No. 133). The Gouverneur General have make rules about the criminal liability of breach of contract workers work done, which consists of:

1. Violations of the contract in the form of desertion or denial of employment, sentenced to forced labor on state projects without pay a maximum of 3 months (Article 8).
2. Resistance, fraud or threats to the employer / supervisor; security problems (incitement to desertion or refusal of work, fights, drunk or act in violation of the order), be fined a maximum of f 25 or forced labor in state projects without pay a maximum of 12 days (Article 9).

3. Providing shelter for the workers who escaped, was fined a maximum of f 100 or forced labor in state projects without pay a maximum of 3 months (Article 10).
4. Violations of the employment contract will only be prosecuted on complaint employer. If no agreement can escape from prosecution and are willing to be returned to the employer (Article 11).
5. Violations of the second contract of employment, sentenced to forced labor without chained for 3 months - 1 year (Article 12).
6. Another violations unregulated sanctions, conducted by a European/equivalent, be fined a maximum of f 100 (Article 12).
7. Another violations unregulated sanctions, conducted by the pibumi / equivalent, be fined a maximum of f 25 and forced labor in state projects without pay a maximum of 12 days (Article 13).
8. Penalties for employers who do not implement the contents of the contract is a maximum fine of f 100 (Article 8).

In Papua, the Trade Union of PT Free Port has conducted a strike demanding a 400% increase in wages to US \$ 7.5 per day [2]. In East Nusa Tenggara, Adi Melijati Tameno has lost his right to become a teacher when demanding 3 months of unpaid wages [3]. In East Java, Marsinah lost her life because she demanded a wage increase at PT Catur Putra Surya Sidoarjo[4] from Rp. 1,700 per day to Rp. 2,250 per day [5]

Wages are inversely proportional to work. Every person who has accomplished his or her work will get a wage in return or as a compensation. Wages are the rights of workers/laborers who are accepted and declared in the form of money as compensation from employers or employers to workers/laborers who are determined and paid according to a work agreement, agreement, or legislation, including benefits for workers/laborers and their families for a work and / or services that have been or will be carried out [6]. The form of wage protection provided by the State consists of minimum wages; overtime pay; wages paid to workers during their absence due to illness; wages paid to workers during their absence from work due to activities outside their work which they must carry out; wages are paid to workers during his absence from work because he uses his right to take a break; the form and method of payment of wages; fines and deductions from wages; things that can be calculated by wages; proportional wage structure and scale; wages for severance payments; and wages to calculate income tax[6]

Every workers/labores has the right to earn income that fulfills a living that is appropriate for humanity [6] Decent income is income that allows workers to fulfill their livelihood needs appropriately referring to the amount of income or income that workers/labores receive from their work so that they can properly fulfill what they and their families need to live, including the ability to meet the need for food and beverages, clothing, housing, education, health care, recreation and old-age benefits.[6]

Employers are prohibited from paying wages lower than the minimum wage [6] If not, they can submit a suspension to the Governor on condition that the original text is a written agreement between the employer and the trade / labor union or the company's workers/labores; company financial statements consisting of a balance sheet, calculation of losses / profits together with an explanation for 2 (two) years, audited by a public accountant; copy of certificate of establishment; wage data by office workers/labores; the total number of workers/labores and the number of workers/laborers who proposed the petition for suspension of the minimum wage; production and marketing development for 2 (two) years, as well as production and marketing plans for the next two (2) years[7]

Determination of minimum wages must be done every year based on the need for a decent standard of living by taking into account productivity and economic growth. A decent standard of living is the standard of living of a worker/laborer based on physiological needs for 1 (one) month; consists of several components, including several types of life needs, must be reviewed in every 5 (five) years period. The review of components and types of life needs must be carried out by the Minister by considering the results of the study by the National Wage Council, must use data and information from the official statistics sources. Determination of minimum wages must be calculated using the minimum wage calculation formula, as follows:

$$UM_n = UM_t + \{UM_t \times (\text{Inflation} + \% \Delta GDP_t)\}$$

Violation of wage payments below the minimum wage is a crime with a criminal sanction in jail for a minimum of 1 (one) year and a maximum of 4 (four) years and/or a fine of at least Rp. 100,000,000 (one hundred million rupiah) and a maximum of Rp.400,000,000 (four hundred million rupiah).[6]

In addition to regulating minimum wages, Law 13/2003 also regulates the structure and scale of wages. Employers must formulate the structure and scale of the wage by taking into account functional and structural positions and ranks, length of work, education and competence of workers / laborers. Employers must periodically review the wages of their workers by considering their financial capabilities and productivity.[6] Determination of the structure and scale of the wage must be proportional [8]

As a follow up arrangement in the structure and wage scale is Government Regulation No. 78/2015 concerning Labor Wages. The structure and wage scale must be prepared by the

employer by considering the category, position, length of work, education, and competence. The wage structure and scale must be announced to all Workers/laborers. Administrative sanctions will be imposed on employers in the form of: written warnings; limitation of business activities; temporary suspension of some or all production facilities; and /or termination of business activities.

Wages in Arabic are called al-ujrah which means rewards given as a reward or an act [9]. Al-ujrah is the payment (wage) received by a worker while he is doing work. Islam provides guidance that the delivery of wages is carried out at the completion of a job. Workers are encouraged to speed up service to employers while employers themselves are advised to speed up payment of workers' wages. Wages should be proportional to the activities that have been issued, it should also be useful for meeting the needs of a reasonable life. Still pay attention to differences in the level of one's needs and abilities or because of environmental factors and so on.

The legal basis for the obligation to provide wages to workers after the completion of the work can be seen in QS AthTholaaq verse 6. Allah Ta'ala says about a child who is infiltrated by a divorced wife,

فَإِنْ أَرْضَعْنَ لَكُمْ فَآتُوهُنَّ أُجُورَهُنَّ

Which means then if they suck your (children) for you then give them their wages [10] "In this verse it is said that the reward is immediately after the completion of the work. The next legal basis is the hadith of the Prophet Muhammad *sallallaahuaihalaihiwasallam* also ordered to give wages before the sweat of the dry worker. From 'Abdullah bin' Umar, the Prophet *sallallaahu 'alaihiwasallam* says,

أَعْطُوا الْأَجِيرَ أَجْرَهُ قَبْلَ أَنْ يَجِفَّ عَرَقُهُ

Which means "Give to a worker a wage before his sweat dries." (HR. Ibn Majah, saheeh) [11] The purpose of this hadith is to immediately fulfill the right of the worker after the completion of the work, so it can also be meant if there has been an agreement to provide salary every month[12]

There are terms and conditions for the *Ujroh*, namely: *aqid* (the person who carries out *aqad*) between *Mu'jir* (employer / businessman) and *musta'jir*, namely the party who performs the *ijarah* contract/receives wages (workers); *shighat* (statement of agreement); *ujrah* (amount of wages) and benefits. The condition of the trial is to be carried out deliberately and clearly.[19] Wages must be lawful. It is prohibited to provide services doing immoral work. The parameters of the work carried out are allowed by Islam and the *aqad* or transaction goes according to Islamic rules [13]

The word fair has various meanings. Fair means the same, balanced, puts things in appropriate place.[14] In the Al-Qur'an, the command is justly linked to *taqwa* (piety). "Be just; that is nearer to righteousness"(Q.S. al-Maidah: 8). In this

verse the believers are even reminded to remain firm in upholding justice and they are not allowed to cheat even against those they hate. In another verse (Q.S. an-Nisa ': 135 and al-An'am: 152) it is said that justice must be upheld even if it is against yourself or close family. That is, love and hatred must not influence someone to cheat or act unfairly. This shows that justice has its own independence. A justice enforcer must be free from personal or group interests, from hatred and personal sentiment.[15] Another meaning is that it is fair to have a relationship with God (*hablumminallah*) and to be fair in carrying out relationships with fellow creatures of God (*hablumminannas*).

In Islamic teachings, there is still a higher level off all that is *ihsan*. If a person has fulfilled his obligations and who has benefited from the work feels very satisfied, exceeding the expected benefits then can be given additional beyond what has been agreed. So *ihsan* gives more than it should.

Wage regulation is very important. Workers' wages have been regulated by Law No. 13/2003 jo. PP 78/2015. One form of wage protection in Law No. 13 of 2003, is the City/ District minimum wage and the structure and wage scale. Inequity in workers' wages can lead to social conflict. From the above description, comes the problem of whether the principle of *ujroh* can be used as a provision of alternative solutions for fair wage regulation?

II. RESEARCH METHODS

This research is normative legal research using statute and conceptual approach. Normative legal research is a legal research that places law as the norm system. The norm system consists of principles, norms, laws, court judgments, agreements and doctrines or teachings. The method used in legal research conducted by examining the legal materials as existing library. The main legal research material is the rule of law and court judgement. Analysis of legal materials on the issues under the study is using interpretation or legal construction.

III. RESULTS AND DISCUSSION

Wage regulation in Indonesia are deemed not to provide a sense of justice for the community. It still creates problems in the employment sector. Often causes social conflict. Wages are often debated objects. There are differences in perspectives in assessing wages. For employers wages are part of the production costs that must be pressed. Slightly possible increase. Unlike workers, wages are always fought for to increase each year. Not infrequently at the end of the year and at the beginning of the year there were many demonstrations and strikes related to the process of determining the minimum wage.

Wage protection arrangements contain elements of the vague norm. This study analyzes wages based on substance and procedures. Analysis of wage substance is divided into two things, namely the substance of the subject and the

substance of the object. Subject matter related to people. In this case the worker.

How are the criteria for workers who get paid, there are differences in some labor regulations. There is a discrepancy between vertical and horizontal wage regulation. Horizontally, there are differences in the meaning of wages in Article 88 paragraph (1) of Law 13/2003 with their explanation. Vertically there are differences in worker restrictions in the Elucidation of Article 88 paragraph (1) of Law 13/2003 with the Governor's Regulation concerning minimum wages. A decent wage based on the Explanation of Article 88 paragraph (1) of Law 13/2003 covers the families of workers. Unlike the Governor's Regulation, the size of a decent wage is only for workers without families.

Analysis of objects is related to wages themselves. Wages are inversely proportional to work. Accomplished work, the worker will get compensation for his energy in the form of wages. There are several forms of wage protection. There are minimum wages and structures and wage scale. The purpose of setting minimum wages is to provide social security. The practice is that many employers who have not been able to pay their workers at least equal to the minimum wage. Many also do not propose a delay in paying minimum wages. Lately there have been many employers who immediately close their workplaces and do not pay the wages of workers who strike demanding payment of minimum wages or wage increases. This certainly leads to social conflict.

Wage arrangements have not provided a sense of justice for the parties. Wage arrangements do not only concern to the fulfillment of workers' rights, but also must focus on the production efficiency and prices of products that can compete in the market.[16] This is often not realized by workers. The employers at least must be able to provide cash flow to prepare for the payment of ten or more than the next ten months.

Feasibility analysis of the amount of wage value is very important to do. The application of the basic questions 5W + 1H (What, Who, Why, Where, When and How) is very important to develop a framework to improve overall efficiency and ensure profitable business performance[17]w

On this matter, we need to compare the concept of *Al Ujroh* in Islamic law. The accomplished work is not an element of *ujroh*. In general, we have determined the element of employment relations consists of the existence of workers, jobs, wages and time. In general we have divided the types of work into two, namely jobs that produce goods and jobs that produce services.

The Islamic concept of *Ujroh* is far wider in scope. "Benefits" is the basis for the *ujroh*. Benefits are compared to wages. Benefits have a broader meaning than the scope of work. On the basis of these benefits, it becomes the basis for freedom of contract between workers and their employers. There is an agreement in the form of a "contract" on the stipulation of what benefits are compensated to get a determined wage amount.

Benefits = Wages.

Employers will make a contract with workers in order to provide benefits that employers want. If the benefits have been provided by the worker to the employer, the employer is required to immediately pay their *ujroh*. There should be no pause when the worker asks for results from the benefits they have given.

Further analysis of the procedure includes steps that can be done by employers and workers. The procedure also means phasing. There is an obligation of openness in the process of receiving the *ujroh*. Before the deal of a contract, both parties, both workers and employers, have agreed on what types of benefits will be given later with compensation to get the *ujroh*. At the beginning before the contract occurs a "type" of benefits and "the amount of" *ujroh* " have been agreed. Furthermore, the fulfillment of rights and obligations for what have been agreed are the basis for the existence of the value of justice in determining wages.

Fair in Islamic concepts means equal. This means that they must be given the rights and obligations of each "exactly equals" as they have agreed. If the benefit is to finish the shoe sewing job, then by finishing the sewn shoes according to orders from the employer, the employer is obliged to immediately give his wages.

In the concept of Islam, fair is not the ultimate goal of a legal relationship. Legal fairness is mandatory. If implemented it will get rewards in the form of *pahala*, but if not / has not been implemented it will get sin. The right not to be granted in the amount and time agreed upon resulted in the act of "*Dzolim*". Fair opponent is *dzolim*. Fair can be represented by " $X = Y$ " while *dzolim* can be represented by " $X < Y$ ". *Dzolim* is the same as reducing what it should be.

If the employer feels the benefits that are greater than they should be as agreed (according to the contract) Islam offers a voluntary concept of giving more than it should. "Repay good deeds with a better one"

If the employer has given the same wages as he should and gives an additional benefit because he feels better, then the work *pemebi* is said to have received the reward for his *sodakoh*. This creation is the law of *sunnah*. When it is not done okay, but If done it will get a reward. The degree is higher than fair. This is what is called *ihsan*.

IV. CONCLUSION

The concept of *Ujroh* is far wider in scope. Benefits is the basis for the *ujroh*, have a broader meaning than the scope of work. On the basis of these benefits, it becomes the basis for freedom of contract between workers and their employers. There is an agreement in the form of a contract on the stipulation of what benefits are compensated to get a determined wage amount. There is an obligation of openness

in the process of receiving the *ujroh*. Before the deal of a contract, both parties, both workers and employers, have agreed on what types of benefits will be given later with compensation to get the *ujroh*. The principle of *ujroh* which places the benefits received by employers can be an alternative solution to wage regulation to be fairer.

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