

Analysis of the Ujrah Concept Based on Employee Performance Results From the Perspective of Islamic Economic Law at the Simpang 7 Ulee Kareng Chicken Stall, Banda Aceh City

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Abstract:

This research is based on the employee wage distribution system at the Ayam Geprek Simpang 7 Ulee Kareng stall in Banda Aceh City, depending on the policies and practices of the stall management, namely Rp. 100,000 per day, which will be given based on the day of work. Employees who interact directly with customers such as waiters or cashiers get a share of the tips given by customers. This type of research uses a qualitative method. This research is included in the field research category with a case study approach. The data sources in this study are the Owner or owner and employees of the Ayam Geprek Simpang 7 Ulee Kareng stall in Banda Aceh City. Data collection techniques were carried out through interviews, observations and documentation studies. Meanwhile, the data validity test in this study uses triangulation techniques. Researchers use triangulation techniques. The results of the study show that 1). The practice of providing employee wages at Warung Ayam Geprek Simpang 7 Ulee Kareng, Banda Aceh City is that salary payments at Warung Ayam Geprek Simpang 7 Ulee Kareng are carried out consistently every month on the 1st of the following month through the cash method, which makes financial management easier for the shop owner. 2). The review of Islamic economic law regarding the practice of providing employee wages at Warung Ayam Geprek Simpang 7 Ulee Kareng, Banda

Aceh City is that the practice of providing wages at Warung Ayam Geprek Simpang 7 Ulee Kareng, Banda Aceh City is in accordance with sharia provisions which emphasize justice, transparency, and social responsibility.

Keywords: Ujrah, Performance Results, Employees, Islamic Economic Law

Introduction

Exposition on the idea of ujrah (wages) because employee performance results in Islamic economic law, it is necessary to have a good understanding of sharia principles governing employment relationships and remuneration. Ujrah in such perspective, is not merely a compensation that consists of price or fees, but justice and goodness are also the elements which must be present in every work or transaction. For starters, we must understand that in Islamic economic law ujrah has to be based on distributive justice. These justice and equilibrium principles for determining the exchange value of goods (price) are very important in ujrah since wage given to employees should be based on his or her worth/ contribution [1]. Hence, in contrast to cost-based wages, ujrah should be established based on the performance of workers and their contributions to the firm.

Moreover, the application of risk management and good corporate governance Governance is also Islamic-based affects firms' performance and hence determines ujrah, directly. Selsabila and Lestari report that implementation of these principles benefits the company's performance, which may somehow influence fairer or transparent wage policies [2]. Under such circumstances, a good workman is entitled to high wages i.e he ought to be compensated for the amount of work done.

Conversely, the khiyar of Islamic economic law also allows flexibility in setting ujrah. The intent of khiyar, which means choice in Arabic, is to grant parties to a contract the relevant right abrogate the contract or alter them if it fails to meet their expectations [3]. Where employees feel they are receiving rewards that are not commensurate with what have been contributed they can apply the principle to request a review of the ujrah offered.

Furthermore, the development of muamalah fiqh or Islamic law perspective on electronic transactions shows how Islamic law can also adapt to developments in era and phenomena, especially regarding determining ujrah at modern work systems [4]. This is necessary to ensure that the ujrah charged commensurates not merely with the needs of sharia but also with modern economic realities.

In conclusion, sociological and ethical aspects of Islamic business should be taken into account in setting ujrah. Research by Putra et al. highlights the ethical aspects in income distribution, which is similarly applicable to ujrah [5]. Therefore, ujrah should not be set according to the results of its performance only but also based on social justice and concern for employees.

In sum, the concept of ujrah as seen through Islamic economic legal framework indicates that the calculation of ujrah fall to be executed by taking into account fairness, transparency and ethics, other than having a proper relation with modern day developments. This is good for the promotion of a free and conducive working atmosphere.

Warung Ayam Geprek Simpang 7 Ulee Kareng has several chili sauce options with different spice levels, enabling customers to select the most suitable sauce according to their palate. The capital of Aceh Province, Banda Aceh is home to a variety of local gastronomic delights, spiced up with abundant spice and closely guarded recipes. For a mouthwatering slightly spicy Acehnese geprek chicken, Ayam Geprek Simpang 7 in Ulee Kareng is a good place to try it. Based on temporary observation, there are differences of Ayam Geprek Simpang 7 in Ulee Kareng, Banda Aceh City that provides some advantages and gives the impression to become a favorite choice among visitors over other stalls.

The wage of employees in the Ayam Geprek Simpang 7 Ulee Kareng stall, Banda Aceh City is based upon the policy and practice by the management of stall for IDR 100,000 a day. Is Using their CCS cards (ie this is to be paid on the day of work). Yet According to them about employee

wage distribution system at Ayam Geprek Simpang 7 Ulee Kareng stand in Banda Aceh City generally stands out such as: 1). C S \$ 1,250 per month Basic Salary employees receive a fixed basic salary each month. this basic wages differs with the nature of job in stall whether it may be the position or duties that are rendered by the employee and also on the working day. 2). Percentage of Sales or Tips: It applies to employees who deal face-to-face with the customers (waiter servers, cashiers) and collect the tips given by the customer. These tips can be donated to the stall at the discretion of the consumer. 3). Bonus/Wonder: This stall offers bonus or treats to workers with good performance or benefit the operation of the stall.

From these benefits, KM Ayam Geprek Simpang 7 Ulee Kareng has been successful in establishing the image as one of the favorite and good recommendation for culinary lovers, especially people who love to enjoy geprek chicken dish served with hot spices. This study aims to: 1). To determine the practice of paying wages at Warung Ayam Geprek Simpang 7 in Banda Aceh City and 2). To know the review of islamic economic law concerning how to pay employee salaries at Warung Ayam Geprek Simpang 7 Ulee Kareng Banda Aceh City.

Methodology

This is qualitative research. It belongs to field research. The applied qualitative method is descriptive qualitative with a case study. The case to be studied in this research is a qualitative type of research design that enables researchers to understand issues or problems using the context for more interaction in the study (Jovhenko, Omondi, & Dabamae, 2016). The owner and employees of Warung Ayam Geprek Simpang 7 Ulee Kareng Banda Aceh as the main informant source in this study. In addition, secondary sources of data are also employed to triangulate and robustify interviewee and observation findings. The secondary sources of data employed in this study are documentary sources on the findings of research.

The data were collected through observation, interview, and documentation by the writer. Testing data validity in research. This is done through the use of triangulation methods. The study triangulation was ensured through: 1) Source Triangulation. Source triangulation occurs when data is cross-checked from multiple sources. Data from various sources are described, sorted, and finally requested for concurrence (member check) in order to draw conclusions. 2) Technical triangulation involves verifying data on the same source from multiple methods. 3) Time triangulation is an issue that is related to time efficiency. Data collected through the methods of interviewing in the morning when the informant is fresh and does not have many problems, is true and hence more reliable.

Data analysis in this research was undertaken on an ongoing basis, from the collection of the initial data to achieve provisional conclusions until reaching saturation of data. This is repeated in parallel to triangulation. The steps are as follows: 1) Data reduction Data reduction is the part of selecting, Condensing data activity that includes focusing on simplification, abstraction, and transformation of raw data noted in the author's notes kept during field work. 2). Data presentation, Data is made up of multiple information that can be used to draw conclusions. 3). Making inferences. Making inferences occurs after having 1-validate the data, measured by how well the cultural context is represented: triangulation, member checking, and auditing.

Results and Discussion

A. Employee Wage Payment Practices at the Simpang 7 Ulee Kareng Fried Chicken Stall, Banda Aceh City

The Payment Of The amount of wages paid by the owners will be in accordance with a daily basis and on a monthly basis. Money payment (cash) is an appropriate form for both parties; it can help stall owners to manage their finances when they don't need to tackle day-to-day banking details. Wage payment at Simpang 7 Ulee Kareng Ayam Geprek stall will be done regularly every month 1st, whereby cash method. The wage structure of the child workers, which is designed as per the number of working days, indicates relative responsibilities among them, where, cashier tends to earn more than a waiter. Although the day-based payment model is equitable, manual management and the

absence of documentation suggest that there may be room for improvement. If only digital tools are being used, every employee can be sent a payslip and the impact of loss of wage could trickle down the management system that would lead to increased levels of satisfaction. Also, if you're going digital with your Eva, implement data scales, then additional benefits or bonuses can become paper-matched which will also encourage better performance from employees in company.

Giving employee wages at Warung Ayam Geprek Simpang 7 Ulee Kareng Banda Aceh City, is an important factor that affected the performance and job satisfaction of employees. Previous studies suggest that variables, such as competency, work discipline and organizational justice have significantly relation with the employee's performance and job satisfaction [6]. As the case of Warung Ayam Geprek, it is necessary to understand how did a wage structure applied could stimulate motivations and drive the performance of their employees.

Now what they're paid depends on the education and experience of the worker. Research results show that employees who have a superior education and work experience, their wages tend to go above the minimal wage of the region (UMR) [7]. This is a value for Warung Ayam Geprek, where the more expert and professional employees will get higher reward so they will give good service to the customer.

Also, supervision and work discipline has great influence on employees' performance. This is in line with that research of the Banda Aceh City Education Office, demonstrated that good supervision and discipline work will further enhance staff performances [8]. As for in Warung Ayam Geprek, the role of an effective supervisory system and strict work discipline are strategies that can improve employee performance that could possibly affects management decisions to give a higher wage.

The equity of pay is yet another aspect that affects the job satisfaction of employees. It has been proven that organizational justice and job satisfaction can enhance the level of employee commitment to organization [9]. Hence, the wage system applied in Warung Ayam Geprek should be conducted fairly and transparently by management so that employees feel appreciated and have motivation to work better.

In general, the employee payment system at Warung Ayam Geprek Simpang 7 Ulee Kareng needs to account for education, experience, supervision, work discipline, and organizational fairness. Taking these factors into account, management can foster a good working climate and this will ultimately lead to better performance on the part of staff and greater satisfaction for consumers.

B. A Review of Islamic Economic Law Regarding Employee Wage Payment Practices at the Simpang 7 Ulee Kareng Fried Chicken Stall, Banda Aceh City

Labelling employees' wages at Siger Ayam Geprek Simpang 7 Ulee Kareng in Banda Aceh City, where the cones of flour-coated chicken are sold, is done according to Sharia Law and its principles of fairness and transparency. Such principles applied in the stall Ayam Geprek Simpang 7 Ulee Kareng Banda Aceh City, are not only implementing sharia discipline but also empowering welfare of workers and business continuity. Disthil thus has utilized Islamic economic controls in employees' wages.

In the jurisprudence of Islamic economic law, payment service employees in Warung Ayam Geprek Simpang 7 Ulee Kareng Banda Aceh City need to be seen from several sharia aspects that govern justice and fairness in employment relations. The concept of wages (chragments, isnaf) in Islamic western perspective and islamicq" Economic is not restricted as money payment but it refers beyond into justice and respect to labour. Based on Ulya and Kurniawan, wages from Islamic economics point of view should fulfill what has been mandated by Quran in Surah At-Talaq verse 6 and Surah Al-Baqarah verse 233 that a decent wage is needed to be given to workers according to the laws and agreements [10].

Such wage practice should adhere to the principles of justice (al-'adl) and morality (al-akhlak) according to Islamic law at Warung Ayam Geprek Simpang 7. Khotimah and Efendi argue that fairness in the payment of wages is not only about the nominal salary, but also with respect to modes and times of payments which have to be delivered according to trust agreements [11]. In this sense,

the focus should lie in ensuring that wages cover not just the minimum government-decreed measure but rather they correspond more to higher sharia values.

Furthermore, Hidayat et al. showed that the application of a fair wage system will promote employee motivation and work performance which ultimately adds to business goals [11]. In the case of Warung Ayam Geprek, business owners must still pay employees a wage that is out of the minimum range as well as it saying “thank you for working hard”. This is consistent with Ghufroon’s contention that wages should be based upon the fundamental right for a good life (hifz al-nafs) [12].

The wage system applied at Warung Ayam Geprek must also regard comprehensively about the nature of work, working hours as well as working condition. Islamiati stressed that a remuneration system not in line with Sharia values could cause worker dissatisfaction and subsequently result in confrontation [13]. Thus, business owners should periodically assess the wage system they implement to ensure that it is still relevant in terms of sharia compliance and workers’ satisfaction.

In real work, the implementation of Islamic law in wages at Warung Ayam Geprek should further consider about legal protection for workers. Wulandari Underlining the mitigation between income system and wage in legal that is necessary to protect work exploitation and carrying out worker's right [14]. This means providing social security and decent work conditions. Business owners, therefore, are not just challenged to offer employees fair wages but also with a safe and healthy work environment.

In addition, in relation to positive law in Indonesia, Musthafa explained that there is an endeavour to reconcile positive law with Islamic law so that these two laws can proceed complementarily [15]. In this context, Warung Ayam Geprek as an actor of business must concern toward the regulations and rules convergence on minimum wage within Islamic values. We have to strike a balance between obeying the state laws and reacting what we are told Islamic business practices is.

Additionally, in deeper analysis, the wage system applied by Warung Ayam Geprek must also consider local economic cycle and market condition. Kamil also emphasizes the necessity of adapting wage rates relative to local business conditions and economic circumstances as well, with respect to a company’s wage structure [16]. This merchant has to therefore conduct a market survey and carefully evaluate the cost of living in his own area before establishing the right wage rate.

Transparency and communication between the employer and employees is key when it comes to wages, too. Hefni stated that good communication can mitigate potential conflict and enhance job satisfaction [17]. In this study, therefore the employer owner of Warung Ayam Geprek want to explain and make business policy for wages is clearly how and applied based on criteria amount of wages.

Hidayat et al. also suggest for business owners to carry out a dissemination on labour rights and obligations under Islamic law [18]. This will give workers the opportunity to know their rights and be directly involved in improving the work environment. In addition, it is necessary to look at the sustainability of wage system in Warung Ayam Geprek. Kasim expressed that business sustainability must be based not only on an economic profit, but also on employee welfare [19]. So employers must devise wage policies that not only make good financial sense for the business but also offer sound long-term benefit to employees.

Meanwhile, the employment of maqashid sharia’s principles is particularly relevant here to guarantee that wage practices serve more than just economic function but also able to achieve broader social objectives [20]. "that includes making sure WA Geprek pays workers their fair share."

Thus, the disbursement of salary for workers in Warung Ayam Geprek Simpang 7 Ulee Kareng Banda Aceh City should be examined from the broadest view if Islamic economic law. This is through the adaptation of concepts of justice, morality and law for workers. Entrepreneurs also have a role to guarantee the system of wage they implement, not only meets the minimum set by state, but higher beyond values of Islam. As such, it is expected that the wage system applied at Warung Ayam Geprek could give benefits for all of party and would support sustainable economic growth.

Conclusion

The salary payment mechanism at Warung Ayam Geprek Simpang 7 Ulee Kareng is fair and sustainable, but manual in some ways and no papers of documentation. However, this trend has been in line with sharia values of fairness and transparency/ social responsibility. To speed up service and make employees happier, shop owners would have to start using some computer system and pay stubs. So, If we apply visibility and a chance to earn additional allowances or bonuses, then enhance the process which enforce it. Accordingly, business owners have applied the sharia's economic sense in employee wages. Occasionally wage calculated with Islam ways of conduct. Hence, the researcher suggests several stakeholders such as: 1). The State needs to promote programmes for training entrepreneurs and employees on *ujrah*-based principles in Islamic economic law, as well as enact appropriate regulations for fair and transparent practices. 2). Stall operators must have a clear and transparent *ujrah* system, performance based on their objective, and strike a balance in terms of compensation with the results to spur on employees honestly. 3). The awareness and knowledge of the rights and duties of employees under *ujrah* system should be enhanced, while they also have to provide feedback for further development to bring it closer to Islamic economic values. 4). The layperson must inquire about *ujrah* in Islamic economic law and support all businesses which practice it for a fair sustainable economy.

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