

Social Security Contribution to Productivity and Wages in Labour Organization Perspective

Y N Supriadi*

Universitas Pendidikan Indonesia

*yudinur@student.upi.edu

Abstract. This research is investigating the discrepancy fulfilment of the right to social security and decent wages to increase labour productivity in the perspective of labour organizations, in which the company provides social security, and wages have not been able to meet the needs of workers, on the other hand, the workers are always required to increase productivity. Therefore, this study aims to identify the social security and wages that affect labour productivity. So this research will provide input to the company to undertake effective measures and efficient for the company's sustainability. This research was conducted using a survey method approach and quantitative data analysis techniques that are causal comparative sample of 223 respondents from 504 study population includes all labour organization's District and municipal in Banten Province. The results showed the significant influence of social security and wages to increase labour productivity. Therefore, companies are required to act strategically in maintaining prohibitionists labour through re-design of the work environment, increase workers' participation, intervention, and satisfy the needs of workers whose impact will be realized understanding between workers and companies in maintaining the company's business.

1. Introduction

The impact of global competition, has changed the pattern of modern business enterprise based on the structure of national negotiations. Implementation mechanism of wages and productivity, in particular, can lead to clearer orientation on wage setting to reflect the increase in labour productivity Germany (organization, 2015), Worker productivity has increased gradually over time, where productivity in the processing sector doubling of total productivity in the country as a whole. Manufacturing or processing sectors vary widely, because there are differences in productivity between large and medium-scale enterprise with micro and small enterprises. For example, from 2008 to 2012, the productivity of large and medium-scale enterprises grew on average by 4.1 percent, while the rate of productivity growth in the processing sector as a whole runs relatively stable. Economic growth in Indonesia and ASEAN due to the increased product labours industrial sectors rather than agriculture and service's sector, in addition to the productivity of Labour in Indonesia showed an upward trend from the 2009 s / d in 2013, labour productivity or average per worker accounted for of GDP in 2013, amounting to Rp. 24.6 million.



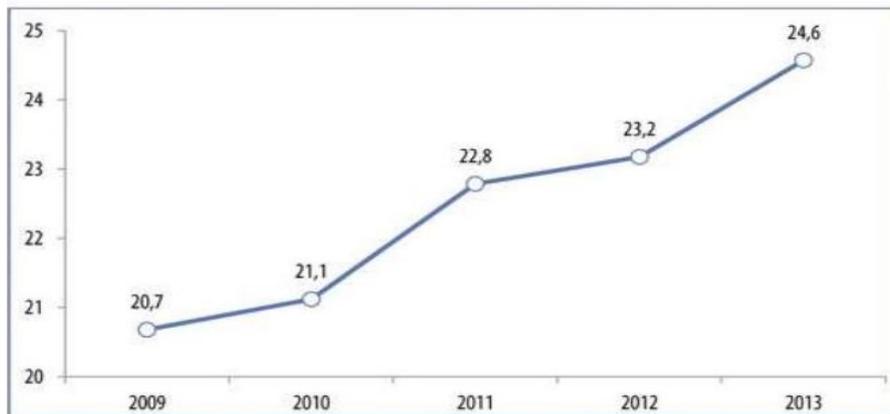


Figure 1. Productivity of labour

Source: Book National Regional Sectoral Productivity Measurement, 2014

For the value of labour productivity in Indonesia is considered lower than Thailand and Malaysia in 2012, it can be seen from the following image analysis.

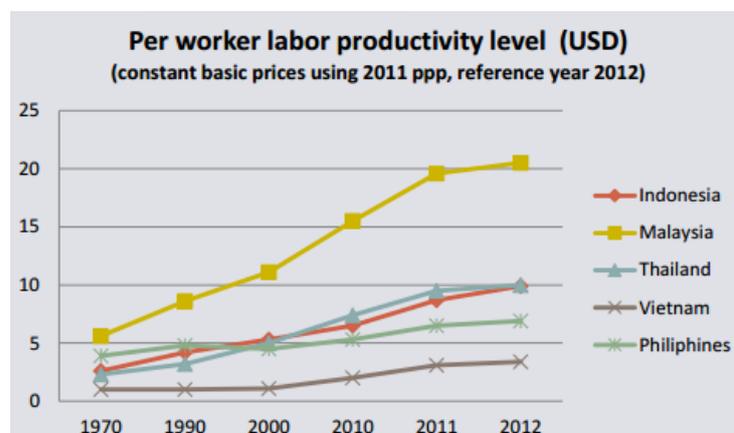


Figure 2. Labour Productivity trends Of Japan during 1885 -2012

Source: GDP at Constant basic prices per hour, using 2011 PPP

Slumbered the data above. We can know their views on the productivity growth gap growth rate in Indonesia compared to Negara Malaysia and Thailand. For the Indonesian, government made a fundamental change in the field of employment one of which is the change in the industrial relations system of which need to be agreed between the organization's policy of trade unions with employers and the government. The most important of the gap in productivity in perspective on the issue of trade union organizations compliance wages and social security provision for workers. (Lazear & Shaw, 2007) On the other hand, economists have also developed explanations of differences between productivity and wages without abandoning the assumptions of individual rationality and profit-maximizing firms. In this literature, productivity-wage gaps are thought to be rational strategies of firms to address a range of market distortions. In line with research conducted by (Osman et al,

2002), found that wages should not be considered as a mere cost factor, otherwise it must also be considered as a factor income to workers. It carries the intent that if higher wages do welfare workers will increase, and it will contribute to the improvement of the business and so on productivity will increase as well. (Bildirici, 2005) has emphasized that there existed no relation between productivity and wages in Turkey. We also accept that peculiar circumstances after 1980 have caused deviations from productivity on a manufactural basis and the relation between labour productivity and wages. The debate about the wages, triggering a wave of protests that is repeated every year, for the same issue, this indicates serious problems in the issue of wages. (Rudolf, 2011) "The wage debate is intertwined with many other socio-political and socio-economic discourses and current reform efforts. This includes demands for more equitable income distribution, an end to social discrimination via household registration, and the rapid construction of a welfare state". Parties concerned, namely government, employers and workers, see this issue with a different view that it is difficult to find common ground. Workers see with glasses of subsistence feasible; employers see with glass's working capital costs, while the Government viewed with glass's competitiveness, to attract investment. So is the case to the determination of the minimum wage is good for the province of Banten, the implementation often caused problems that gave rise to polemics. The assortment of attitudes and opinions that came out of the public good of the workers, employers, government, and other community groups are sometimes disproportionately. Another context surrounding the implementation of the above situation is the authority of the provincial government at the district and city. Relating to minimum wage setting mechanism Regency / City, Banten Province Governor then delegated the authority to which it aspires determination based. Keputusan Menteri Tenaga Kerja Nomor 226 tahun 2000, to each of the Regents and mayors in Banten Province. Therefore, in order to encourage an increase in high labour productivity that ensures the survival of the company itself rather a matter of the increase in minimum wage in Banten, Minimum legal wage labour organization filed a State according to the needs of decent living; however, the ratio can be increased by 10% from 2014. Therefore, the wage boards for the input of the increase UMK Banten Province to County and City of Banten Governor determined by decree no. 561 / keep.519-hunk / 2015 which is the minimum wage in 2016.

Table 1. Details of the Minimum Wage Cities in Banten Province in 2016

NO	Distric	MINIMUM WAGE 2016
1	Kota Cilegon	Rp 3.078.057,85
2	Kota Tangerang	Rp 3.043.950,00
3	Kab Tangerang	Rp 3.021.650,00
4	TangSel	Rp 3.021.650,00
5	Kota Serang	Rp 2.648.125,00
6	Kab Serang	Rp 3.010.500,00
7	Kab Pandeglang	Rp 1.999.981,00
8	Kab Lebak	Rp 1.965.000,00

Source: *Disnakertrans Banten year 2016*

The minimum wage municipalities held the highest Banten Cilegon City with the amount of USD 3,078,057, followed by Kota Tangerang USD 3.04395 million. Angering and South Tangerang Regency same value at \$ 3.02165 million. While the lowest minimum wage of Rp 1.965 million Lebak district, this is what makes the workers' dissatisfaction with the minimum wage setting as the opinion. (Hellwig, Irmen, 2001), "The shortfall of demand growth from productivity growth causes a shrinkage in employment, even if wages and productivity grow at the same rate, and the condition for employment neutrality (...) is satisfied". Minimum wage fixing city, its existence has another drawback is quite prominent in the minimum wage setting mechanism, the domination of the government decision maker that is never free from vested interest. The implications of not autonomous institution for the involvement of labour organizations will not mean much when the vested interest's Governor or Regent / Mayor speaks another of recommendations proposed by the collective agreement, minimum wage should be able to increase labour productivity, so that companies benefit from the results of quality goods maximally. Rated productivity need to pay attention to the Source of humane power in the company one of which meets the welfare of workers, fulfilling the needs or requirements that are physical and spiritual, thus directly or indirectly enhances work productivity so that the Source of humane power in the company can achieve what. (Bernardine & Russel, 1993), Referred to as the "Quality of work live." Source power in the sense that humans have reached a level of satisfaction with regard to safety at work, the necessities of life guaranteed, as well as the opportunity for social interaction and self-actualization. If subsistence guaranteed labour productivity should increase the value of the company, as the opinion (Colm McLaughlin, 2007), the rising cost of wages will put pressure on management to increase productivity through more efficient working practices, advanced technology, or value-added product market strategy. This all shows the need for a greater level of skill and an emphasis on providing ongoing training. Employers, therefore, will be keen on reduce turnover by additional investment in their workforce. This gives workers greater bargaining power and the potential to bargain for higher wages. Therefore, with high productivity becomes a virtuous circle. Likewise, with the opinion (Nigel, Stefan, 2011), "The stylized fact of an empirical association between wages and productivity is consistent with traditional microeconomic theory, and in particular the idea that wages – at a micro economic level – are closely related to marginal productivities. Microeconomic theory also implies that labour demand would increase if productivity per unit of labour input increased (at given wages), because a further extension of production would increase firms' profits" As well as the social security of workers in short supply, it will cause a pleasure to work so that encourages the use of skills to improve productivity. Based on the above, the purpose of this research is to identify the causes of social security and decent wages that will affect the productivity of labour. So this research will provide input to the company to undertake effective measures and efficient for the company's sustainability.

2. Theoretical Frame Work

Some of these arguments to increase the productivity of the minimum wage is significant in government policy circles and enterprises. One effort to improve workers' welfare is the provision of respectable wages for every worker. As mentioned in paragraph 1 of article 88 of the labour law number 13 of 2003 stated as follows: "That every labourer is entitled to the income that meets a respectable livelihood for humanity". Decent question is income that workers can make ends meet, and his family are reasonable, which includes food, drinks, clothing, housing, education, recreation and retirement. Meaning elaboration wage is so extensive that, in reality, there is no definition is used consistently by everyone. Our discussion will begin with a definition that is more diverse, as proposed by (Payaman, 2011) as follows, "Wage labour is the reward received for services rendered work in the process of producing the goods or services of the company." In principle, the setting of wages in the enterprise is a businessman authority, where employers are mandated to structure and scale of wages in accordance with the regard to the dimension of wages is as follows: Group, Ranks position, weight of the work,

the Work Period, Education, and Competence. According to (Guy, 2000), Social Security is a system for providing income security to deal with the contingency risk of life, sickness and maternity, employment injury, unemployment, invalidity, old age and death, the provision of medical care and the provision subsidies for family with children. In principle, according to Law No. 40 of 2004 on National Social Security System explain existing social security principles such as Gotong prozymogen, nonprofit, openness, a prudent accountability, portability, damage mandate, membership required, and sharing interests of the participants. While (Bennett, 2000), "Productivity is the ratio between input and output. All inputs are used to result in something whether in the form of products or services should be compared with the value of products / services.

From the above, theories can be summarized argument that social security, wages and productivity are Social Security is a system for providing income security to deal with the contingency risk of life, sickness and maternity, Labour remuneration received for services already performed work for the progress of the company, and the results of the process input and expenditure to be carried out by the workers. Therefore, quoting from (Deakin which recognizes that the broader organized framework is important in creating the environment for emerging model of high productivity. They also noted that much remains to be done on the regulatory and bureaucratic frameworks that might create complementary to make interventions such as minimum wage effective driver of high-productivity approach. Based on the definition, the research frame of reference is described in the following figure:

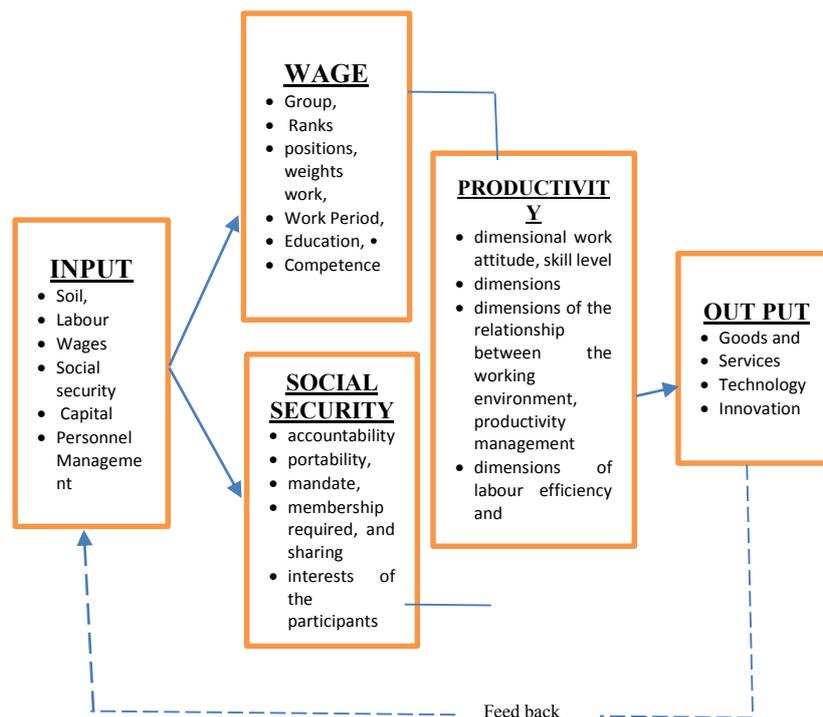


Figure 3. Frame of Reference Paradigm

3. Research Method and Analysis

The methodology used in this paper as well as its research design, procedure, technique and validity of instrument are spelt out. This study deals with the influence of wages and social security to increase work productivity. Research using human source management approach. Respondent in this study is the management organizations that are in Banten Province. Therefore, the analysis includes the

effect of wages and social security to the increase in labour productivity in the perspective of labour organizations in Banten Province. Research design is a systematic plan for collecting data in order to provide answers to specific questions. It is a plan, structure and strategy of investigation which guides the collections and analysis of data in a piece of research (Fakokunde, 2006). This are usually in two forms viz, this study uses a descriptive survey and explanatory survey. The population in this study is the workers who actively take charge in various trade union organizations throughout the Province of Banten. The number of workers active in the trade union organizations is 504 people. Based on systematic random sampling using the formula loving with a sample error of 5%, bringing the total number of respondents was representative of 223 respondents. Data Collection Instrument Well-structured questionnaires were used for the collection of data in this study. This was employed by the researcher in order to minimize the problems associated with the collection of data. Data Collection Instrument Well-structured questionnaires were used for the collection of data in this study. This was employed by the researcher in order to minimize the problems associated with the collection of data. Validity test implies ascertaining whether the research or the research instrument used in conducting the test of the research work is used in another place has the same or similar n variables with the earlier data used, the result of the test will be very similar. Hence, reliability of a measurement can be said to be the extent to which a measurement is free from viable errors. This implies that a research methodology can be said to be reliable only when it produces the same result after repeated use. However, the reason for testing reliability of research work is to ensure that variability of the generalization of the conclusion. The analysis technique is path analysis using SPSS 20.0 software. Based on the conceptual hypothesis, there is a correlation between the study variables.

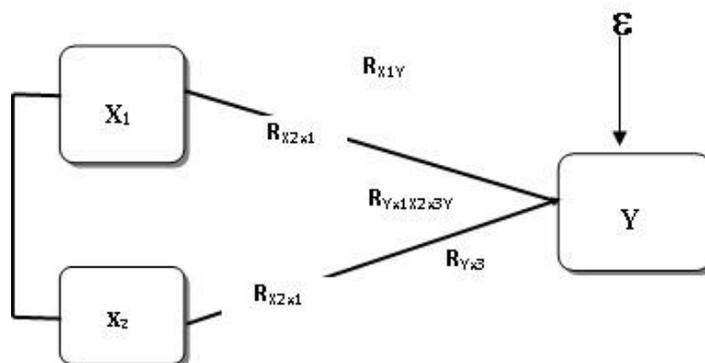


Figure 4. The Causal Structure of the research

4. Research Results

Based on path analysis using SPSS 20 for windows, the path coefficient is used to recognize the influence of variables and t-count value is used to test the hypothesis:

Hypothesis

Ho: There is an important effect of wages and social security to labour productivity in the perspectives of labour organizations.

Ha: There is an important difference of wages and social security to labour productivity in the perspectives of labour organizations.

Question Used in Testing the Hypothesis

Research instrument of wages in the form of the Group Ranks position, weight of the work, the Work Period, Education, Competence and instrument of Social Security in the form of work attitude, the dimensions of the skill level, the relationship between the work environment, the management dimension of productivity, the dimensions of labour efficiency and dimensions of entrepreneurship that can increase productivity work.

4.1. Test Results Test F

The results F intended to test the significance of independent variables affect varietal bound simultaneously.

Table 2. Summary of Structural Equation Estimation

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1168.680	2	584.340	45.072	.000 ^b
Residual	2852.207	220	12.965		
Total	4020.888	222			

a. Dependent Variable: Produktivitas

b. Predictors: (Constant), jaminan_sosial, upah

Source: SPSS. 20.0 Output, 2016

Value of $F_{count} > F_{table}$ that is equal to $45.072 > 3.88$, then H_0 is rejected and H_a accepted. This shows that all independent variables (wages, social security) have significant influence on the productivity of labour simultaneously. So the hypothesis states that "there is significant influence of wages and social security to workers in the prospective productivity in Banten Province is acceptable. (Imad, 2007), productivity ensures that the share of wages in value added and hence the existing ratios of profits to wages Werner's stable. However, the application of this general principle to the conduct of wage policy should take a number of other factors and constraints into consideration. The international aspect, die the relative dynamics of wages and productivity in competitive countries, is particularly relevant for the small economy. Where the calculation results of correlation analysis, and determination can be summarized into the following

Table 3. Correlation Analysis and Determination

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.539 ^a	.291	.284	3.60064	1.502

a. Predictors: (Constant), jaminan_sosial, wages

b. Dependent Variable: Productivity

Source: SPSS. 20.0 Output, 2016

Based on the calculation results SPSS. 20.0 for windows correlation values for 0539. While the value of a coefficient of determination obtained amounted to 0.291 or 29.1%. This shows the percentage of variables influence wages and social security to labour productivity in labour organizations perspective by 29.1% while the remaining 70.9 influenced by other variables that can affect worker productivity as the variable motivation, competence and so forth..

4.2. Hasil Uji T

Table 4. T-test analysis
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	14.637	1.790		8.178	.000
upah	.401	.048	.515	8.361	.000
jaminan_sosial	.049	.055	.055	.896	.371

a. Dependent Variable: Productivity

Source: SPSS. 20.0 Output, 2016

Based on calculations with the help SPSS.20.0 for windows, the obtained value of T_{count} calculated at 8178 and 233 df T_{table} for significant value $2.620 < 0.000 > 0.05$. This means $8178 > 2620$. Then H_0 is rejected and H_a accepted, which means there is influence significantly the remuneration and social security on work productivity from the perspective of labour organizations thus proved his hypothesis. This is in accordance with the opinion of (Antonio, 2011), the wages of workers have a close correlation with the level of productivity. Satisfactory wage can affect the productivity improvement.

As for the discussion on the above table can be explained regression equation as follows: $\hat{y} = \alpha_1 x_1 + \alpha_2 x_2$ such that $\hat{y} = 14.637 + 0.401X_1 + 0.049X_2$. from the above, equation can be concluded that the effect of wages and social security affects the productivity of labour, which can be described as follows:

- Each increase of one score variable wages may increase labour productivity score of 0401 assuming the social security variables continuous.
- Each increase of one scores changeable social security can increase work productivity score of 0049 assuming continuous wages variable.

Changeable wages and social security positive and significant (significant values > 0.05) on productivity, so when variables improved wages and social security will continue to increase the value of labour productivity in the work. Not the higher the productivity, it is due to several factors other than wages and social security, although it is expressly stated in the Constitution of the Republic of Indonesia Number of 13 Years 2003 on Manpower, in Chapter I Article 1 to 30 described on wages and Chapter X Section Both Articles 88 on Equal Remuneration organized such detail is not a major factor supporting productivity, as well as in Article 89 paragraphs (3) of the Law of Labour every year the Government sets minimum wages in the form of Government Decision with regard to the recommendation of the Council of Provincial wage and or Regents / Mayors, which may cause a commotion cartilage between employers and employees, rather than the productivity obtained but rather the opposite of a strike of the workers and sometimes lockout of the employers..

5. Conclusion

Having regard to the analysis and discussion about the effect of wages and social security within the perspectives of labour organizations in Banten province, the management company must reevaluate the policy is considered to be strategic and get attention, in particular, to the aspirations of labour organizations, one of which policies in determining decent wages must be fair and open, as well as the

provision of social security given by the company, as it has significant influence. This needs to be maintained and even improved the productivity of labour is rising again.

As for the influence of other than wages and social security, which reached 70.9% need to have a place and a note, one to increase the competence of workers, as an effort to increase source Power Company, it needs to be done so that the workers were able competitive in enhancing innovation in the running production process according to the needs company, so that the error rate in the work can be minimized, and productivity improvement can be achieved optimal. At this time, the wage and social security have not been capable to give satisfaction to the workers and has not been capable to meet expectations. Fulfillment life respectable wages for workers in Banten province in an effort to improve the product company and minimize the friction that occurs mainly a wave of protest by labour organizations in Banten, impact on the productivity of labour, improvement of the system in the implementation of the regulation of the provision of respectable wages and social security as a solution to overcome all the problems happening in every company in Banten province as a major step in order to continue the company's business.

6. Research Implications

Thus, to increase labour productivity, it is necessary then the company needs to implement the productivity of the main factors, namely: First, Perform additional investment, including the use of technological knowledge and research; second. Fulfilling the rights of worker's wages and social security. To achieve high productivity of labour, the company has been concerned about the labour which regulates issues of wages and social security.

Perceptions of labour organizations in contributing to productivity according to (Flower et al, 1995), in Spain found that there are (2) two factors that can affect the output of work. First, the labour union may depress salaries / wages and this will further change the demand for labour and will affect the productivity of labour. Secondly, the Union can affect the work efficiency in the company and will have an impact on work productivity

Increased enterprise productivity needs to be improved, it needs to be balanced with attention to the increase in wages and social security to the workers. Industrial agreement between workers and the company should build on the existing rules which the parties represented company managers and the workers represented by the union, dun policy measures that need to be done firms in Banten, which is as follows:

1. Reevaluate the wage increase lay, because the company needs to do a wage increase every year in January, but taking into account the circumstances of the company itself.
2. Keep in case management incentive industrialists relationships within the company, namely the relationship between workers and the company, which needs to be done the right approaches. Where the brand new paradigm in industrial relations is a brand new management model that contains some of the work and management innovation Source human which includes flexible work assignments, cross-training, team work, which is supported by performance-based compensation system, formal labour participation, and safety program? The key is better communication systems, design jobs more humanistic, and the decision-making process more participatory.
3. Providing a high wage can affect the productivity of labour, so that in the preparation of the application of labour in reference to the expected high-wage system or refer to the need for decent living (KHL) labour, because if workers obtain higher wages, it will affect positively to the increase in labour productivity thus employment will be responsible for the work.
4. The increase in labour costs is the result of the final recapitulation of vote's conduit and ability / skill workers while working period be other considerations as well.
5. Keep in case of each company provides turning form of gifts on workers who have been achieving top result's Germany, where the optimization of the company in providing holiday allowance / religious according to the rules the Minister of Labour, as well as liability companies must register their workers in social security programs both BPJS Employment, BPJS Old Age,

and BPJS Health, which is in accordance with the Government program that is: a) Assurance Accidents b) the Old Age Security c) Security Death d) Health Insurance.

In implementing the social security program for the implementation in line with expectations, may require the contribution of all parties, where things need to be done as follows:

1. It is time for us all to ratify some government rules that have not ratified both the Central Government and Local Government which guarantees the rights of absorb and social security;
2. It is important that the socialization of the provisions of the international instruments and national social security expand and companies;
3. The role of government is indispensable where the need to participate actively in upholding the rights of absorb and social security based on the existing legal instruments.
4. The most important thing in the implementation of social security provision by the company, the need for oversight mechanisms to companies and sanctions for those who tend to commit offense or who has not carried out in accordance with the rules that have been defined.

Therefore, companies are required to act strategically in prohibitionists retain workers through redesign the work environment, increase labour participation, intervention, and satisfy the needs of workers whose effects will manifest understanding between workers and companies in maintaining continuity of business enterprise. This research has not been discussed other variables that affect the productivity of labour. Accordingly, more research needs to be done to cover these variables such as productivity requires competence source superior power through increased capabilities and capacity of labour itself.

Research conducted by (Simanjuntak, 2005), in Indonesia found that wages should reflect the value of a person's lap position in an organization of companies and organizations in general in an industry. Values taller office will provide a taller wage, and the amount of wages received by a person or the difference in value of office should reflect a sense of fairness in the organization and the value of existing positions in a competitive market. And no wage increases without increases in the value of office except for those companies that are able can make adjustments or incentives to retain good employees.

The starting point of the discussion on the implementation of the social security workers to increase productivity of labour (Soejono, 1983), is as follows: "To meet the needs of human life must do activities. A man must do to fulfill his life is by working."

Social security given by the employer to its employees based on the policies that have been determined. Wisdom in the form of the regulation essentially governs the relationship between employers and employees in fulfilling the needs of its employees. The fulfillment of these needs will increase the productivity of an employee. Social security provision is a fulfillment will eventually push someone on achieving self-actualization needs, and improve labour productivity for the attention of employees in the work will be focused on his work seriously and is therefore, the employee's productivity will increase.

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