

Wage Calculation Scheme for Contract Workers at PT Bersama Sejahtera Sakti Minamas Plantation in Pantai Timur Estate, Kotabaru

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ABSTRACT

The research outlined in this Final Task aims to find out how the Calculation of Wages of Wholesale Workers at PT. Bersama Sejahtera Sakti Minamas Plantation in pantai Timur Estate Kotabaru. the results showed that the calculation of wages for wholesale workers / Wholesale Daily Labor (BHB) who work as brondol citations using two ways, namely, using units of weight (kilograms) for group A and calculated based on the unit of number of sacks for group B. Generally, the payment of wages of brondolan workers in oil palm plantations is known as a wholesale system that uses piecework method and given in cash. Researchers found that this wholesale worker is one form of corporate CSR program as well as the late payment of workers' wages due to the difficulty of access to distribution of brondolan due to the influence of weather and road conditions. After conducting analysis and discussion of the problem the author came to the conclusion that the calculation of wages of wholesale workers at PT. BSS Minamas Plantation went quite well according to the agreement at the beginning of work but wage payments sometimes experience delays and there are differences in the results of the two calculations used so that improvements are needed.

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1. INTRODUCTION

Harvesting activities on oil palm plantations are activities carried out to lower oil palm fruits from the trees. Harvesting activities include cutting ripe bunches of fresh fruit (TBS), collecting loose fruits (brondolan), and transporting the fruit to the TPH (Harvest Collection Point) for further processing at the oil palm processing mill [1]–[3]. The palm oil industry is one of the industries with very high labor absorption. The workforce in this industry is divided into 4 categories:

permanent employees, fixed-term contract employees (PKWT), freelance workers (BL), and lump-sum daily workers (BHB). Permanent employees are paid a monthly salary, and PKWT employees are also paid monthly. Freelance workers also receive monthly wages based on calculations established by law, while lump-sum workers are paid wages as compensation for completed work [4]–[6]. In the palm oil industry, particularly at PT Bersa Sejahtera Sakti (BSS) Minamas Plantation, piece-rate workers receive wages based on the amount

of palm oil loose fruit they collect, which is calculated based on the number of product units produced. Contract daily laborers are workers who are not administratively part of the plantation bureaucracy, unlike permanent employees, fixed-term contract employees, or BL workers. Using this contract labor system, the company typically does not directly interact with the contract laborers [7]–[9].

PT Bersama Sejahtera Sakti (BSS) Minamas Plantation is one of the companies operating in the palm oil industry, a business group within the Minamas Sime Darby Group, located in East Pulau Laut sub-district, Kotabaru Regency, South Kalimantan Province. It has a concession area of 273,340 hectares for palm oil plantations, which serves as raw material for palm oil production. The vastness of the land owned by the company leads to a shortage of employees during the simultaneous harvest season, requiring additional labor beyond the existing staff (permanent employees), especially for collecting loose palm fruits on a contract basis. Brondolan are oil palm fruits that fall off the Fresh Fruit Bunches (FFB) and land on the ground during the harvesting process (fruit stripping), scattering around the tree disks. This requires extra effort to collect them so that the scattered fruits can also be processed, as oil palm fruits spoil quickly if left for too long. This also impacts production. Workers included in this group of daily piecework laborers (BHB) are usually the wives of permanent laborers or people living in villages near the company who are seeking additional income. Villages located around or near the company's plantations or factories are generally villages fostered by the company as part of its CSR (Corporate Social Responsibility) program.

Corporate Social Responsibility (CSR) is the social and environmental responsibility of a company, a concept that companies have an obligation to contribute to society in accordance with government regulations. Therefore, most palm oil companies formulate CSR work programs thru company activities that have various social and environmental development goals such as: nature conservation, public health,

economic development, and so on. PT BSS Minamas Plantation empowers the community as part of the company's CSR, facilitated by Bumdes, by creating non-skilled job opportunities for daily piecework laborers who collect palm fruitlets during the palm oil harvest. These piece-rate laborers receive different wages based on the amount they collect in a single day. The wages of piece-rate laborers are, of course, set by the company based on company policy, as this is community empowerment and part of the company's CSR [10]–[12].

Workers who are daily piece laborers are not directly bound to the company; instead, the company uses a third party to manage the daily piece laborers, namely by collaborating with Bumdes. This Bumdes is represented by foremen and contractor heads who were previously employed by the company as employees, so everything related to these daily piece laborers is handed over to the relevant foremen and contractor heads. The duties, authority, and responsibilities of a senior foreman include: possessing high work discipline and loyalty, carrying out superiors' orders, mastering operator work, achieving work results that meet company-established standards and their responsibilities (using and maintaining tools, material usage, contract labor, being able to calculate cost usage, and reports must be accurate), leading subordinates well, and having data on work programs and their realization (Seminar Paper, Department of Agronomy and Horticulture, Faculty of Agriculture, IPB).

The oil palm plantation land is so vast that the work for these daily contract laborers is divided into several blocks based on predetermined areas. Then the divided blocks were handed over to the foreman in charge of them to handle everything related to the plantation. One block is worked by one village, led by one foreman, and the calculation of daily piecework wages at PT Bersama Sejahtera Sakti (BSS) Minamas Plantation Kotabaru has two methods for determining the amount of piecework wages: based on the number of sacks and based on the amount in kilograms (per kg). Payment of wages for these daily piecework laborers is

made in cash, which will be paid every Saturday afternoon with working hours from Saturday to Friday. Payment is made based on the amount of output obtained by each worker according to the initial agreement, whether by the number of sacks or by kilograms, and the company's recruitment of a large number of workers, which at that time was generally done by many companies due to the impact of the COVID-19 pandemic.

Literature Review Compensation
According to [9], compensation is all income in the form of money, direct goods, or indirect goods received by employees as remuneration for services provided to the company. According to [9], the compensation policy system commonly implemented is: 1. Time system, where the amount of compensation (salary and wages) is determined based on standards such as hours, weeks, or months. 2. Output system, where the amount of compensation or wages is determined based on the number of units produced by the worker, such as per piece, meter, liter, and kilogram. The amount of compensation paid is based on the amount of output produced, not on the length of time it takes to complete the work. 3. Lump-sum system, which is a method of collecting where the amount of service is determined based on the volume of work and the length of time it takes to complete it.

Wages According to [12], wages are generally payment for services rendered by production employees, paid based on working days, working hours, or the number of product units produced by the employee. According to [10], wages are all types of payments arising from an employment contract. Wages indicate the income received by workers as compensation for the work they perform. Wages can be paid in cash or in kind.

According to [13], wage types can be grouped according to the status of the employment agreement, namely:

1. Fixed wage, is the wage paid by the company or employer to the worker on a non-fixed basis, often referred to as a salary. The fixedness of the salary is not affected by anything, whether

it's overtime work or other work factors.

2. Non-fixed wage, is the wage paid by the company or employer to the worker on a non-fixed basis, commonly referred to as a wage. The non-fixedness of the wage is influenced by the amount of overtime pay or other work factors produced. The more overtime or other work factors produced, the higher the wages received by the employee in question.
3. Daily wage is the wage paid by the company or employer to the worker on a daily basis or based on attendance. This wage applies to daily contract employees.
4. Lump sum is the wage paid by the company or employer to the worker in a lump sum, calculated based on the volume of work output. Usually, this type of work is seasonal and depends on conditions and weather.

According to [8], types of wages include:

1. Nominal Wage are a sum of money paid to eligible workers in cash as compensation for their services rendered in accordance with the provisions of the employment agreement in the industrial sector, companies, and within a work organization, where no other additions or benefits are included in the wage. This nominal wage is also often called money wages, referring to its form, which is entirely money.
2. Real Wage is the wage that a person entitled to it actually receives. The real wage is determined by the purchasing power of that wage, which depends heavily on the amount of money received and the cost of living required. Sometimes wages are received in the form of money or facilities, in which case the real wage received is the sum of the monetary wage and the rupiah value of those facilities.

3. Living Wage. In this case, the wage received by a worker is relatively sufficient to cover a wider range of living expenses, not just basic needs, but also a portion of their family's social needs.
4. Minimum Wage The income earned by workers in a company plays a significant role in labor relations. A worker is human, and from a human perspective, it is only right that workers receive proper recognition and protection.

Wage System According to [14], etymologically, the term "system" is derived from the Greek word "Systemo," while in English it is known as "System," which has one meaning: a set of components that are regularly interconnected and form an inseparable whole. According to [9], payment is the activity of transferring funds to fulfill an obligation arising from an economic activity. Wage payment is the transfer of ownership rights over a sum of money from the wage provider to the recipient, whether in cash or via bank transfer. [15] This wage payment system is how companies usually pay their workers. This system is well-known in theory and practice and comes in several types, as follows:

1. Time-based wage system: This is a system of paying wages based on a specific time period, such as daily, weekly, or monthly. With this system, payroll processing is easier, but its weakness in the time-based wage system is that there is no distinction between high-performing and non-performing employees, which could have a negative effect on employees, such as a lack of motivation to work harder.
2. The Piecework System, which aims to replace the time-based wage system if the results are unsatisfactory. This wage system can only be applied if the worker's output can be assessed according to specific criteria, such as quantity and weight. The benefits of this wage system are as follows: (1) Workers can be motivated to work harder (2) Productivity increases. (3) Production tools will be used intensively.
3. While the weaknesses of this system are: (1) Workers always work excessively. (2) Workers are less concerned about health and safety. (3) Sometimes workers are less careful in their work to meet the number of pieces. (4) Wages are not fixed, depending on the number of pieces produced.
4. Lump-Sum Wage System is a method of payment where the amount of compensation is determined based on the volume of work and the duration of its completion. Determining the amount of compensation based on the lump-sum system is quite complex, time-consuming, and requires many tools to complete it.

Pieceworkers and Contractors Pieceworkers/piecework labor are regulated in Article 1, paragraph 3 of Kepmenaker No. KEP-150/MEN/1999 of 1999 concerning the Implementation of the Social Security Program for Workers for Daily, Piecework, and Fixed-Term Contract Workers, which states: "Piecework labor is labor that works for an employer to perform specific tasks and receives wages based on the volume of work or units of output. Contract work is regulated in articles 64 and 65 of Law No. 13 of 2003 concerning Manpower. Article 64 of the Manpower Law states that a company may subcontract part of the work to another company thru a written contract work agreement or the provision of worker/labor services. The conditions for work that can be subcontracted to another company thru a contract work agreement include (article 65 paragraph 2): (1) Performed separately from the main activities, (2) Performed with direct or indirect orders from the employer, (3) Supporting activities for the company as a whole, (4) Does not directly hinder the production process.

2. RESEARCH METHODOLOGY

This study uses a descriptive analysis method, which is research that describes current (actual) phenomena, events, and occurrences without providing special treatment to the events during observation. The data used includes primary data, which is data collected directly by the researcher from its primary source thru field observation, by directly participating as one of the workers collecting the loose fruit. Direct interviews were also conducted with the primary data sources in the study, namely the garden assistant, the contractor, and the supervising foreman. This research also collects secondary data in the form of historical records or reports that have been compiled in published and unpublished archives.

3. RESEARCH RESULTS AND DISCUSSION

Brondolan are oil palm fruits that detach from the fresh fruit bunches (FFB) and have a part called the mesocarp. This is where palm oil is produced. If the extraction rate from fresh fruit bunches (FFB) is between 20-25%, the extraction rate from loose fruit bunches (LFB) can reach 40-45%. Therefore, if the loose fruit bunches are left uncollected, it will lead to production losses and become a weed for the tree itself as they rot. While Fresh Fruit Bunches (FFB) are the fruit of the oil palm tree, consisting of fruit bunches that can weigh between 25-50 kg per bunch. The structure of the fresh fruit bunch (FFB) consists of palm kernels (loose fruit), thorns, and the palm bunch itself.

Industrial activity in every company is not only aimed at maximizing the profits earned. However, in ensuring the company's continued operations, it is given social responsibility to improve the welfare of the community surrounding the company. Society and the natural environment are the primary sources of the most important factors of production for a company's activities and existence; without society and the natural environment, a company would never exist and grow. A company can grow and develop because of these factors of production. That's

why companies have a social responsibility, or Corporate Social Responsibility (CSR), toward the existence of society and the natural environment.

This CSR program also applies to PT Bersama Sejahtera Sakti Minamas Plantation, one of which is empowering the community in villages surrounding the company's environment by recruiting people thru a third party that collaborates with BUMDES. The workers are predominantly from the villages surrounding the company, sourced from two villages: Tanjung Pengharapan village, which will be referred to as Group A, and Batu Tunau village, which will be referred to as Group B, to be employed as loose fruit collectors. The total number of workers from the two village groups is 50, with one group having 25 workers. This number only corresponds to the recorded worker code numbers, but the number of workers in the field is higher because one code can be filled by more than one worker, and there is no limit to the number. Usually, they are still from the same family under that code number. The process of collecting loose fruit on the field has the following main activities:

1. Workers gather at the assembly point or employe pick-up stop to wait for the company car to transport them to the block or location where they will be working or starting their palm fruit collection activities for the day.
2. Upon reaching the designated block, workers are first registered by the supervising foreman to ensure who is present. Then, the supervising foreman begins to assign the work area to each worker according to their attendance number.
3. The workers began the activity of collecting loose fruit. This harvesting activity includes collecting loose palm oil fruit bunches, gathering the loose fruit into sacks, and transporting the loose fruit to the collection point (TPH) for distribution to the factory.

3.1 The Stages of collecting loose fruit (Brondolan)

Before the loose fruit is collected and then distributed to the factory, it first goes thru several stages, as follows:

1. Before starting the loose fruit collection work, the harvesting process will be carried out first. Palm oil harvesting activities include cutting ripe fresh fruit bunches (FFB), collecting and carrying the fruit from the tree to the collection point (TPH), and transporting the fruit from the TPH to the mill. After the harvesting process, loose kernels will remain on the palm oil tree disks. These loose kernels are then collected one by one manually. To make it easier, workers usually use buckets as containers to temporarily collect the loose fruit before pouring it into sacks. This process also allows the loose fruit to be collected more quickly because it is lighter to carry from one palm tree disk to another.
2. When the container, which was a bucket, is full of loose fruit, it is then transferred into sacks. The sacks were filled up to the predetermined limit and then gathered together in one pile to facilitate transportation.
3. Once everything is complete and it's confirmed that no loose fruit is left, workers begin transporting the loose fruit along with any remaining fresh fruit bunches (FFB) to the collection point (TPH), and they don't forget to number the sacks according to the numbers assigned during recruitment. 4. The loose fruit and remaining FFB are collected at the TPH, and the yield is then recorded by the field foreman on duty. 5. The recorded loose fruit is then transported by truck for

distribution to the CPO processing factory.

3.2 Equipment and Personal Protective Equipment (PPE)

When working to collect loose fruit, there is specific equipment and PPE that must be worn to enable workers to work effectively and avoid workplace accidents. This equipment and PPE are generally provided by the company for the workers, but in reality, they don't receive them on-site, except for sacks. This forces the workers to work in unsafe conditions due to the lack of PPE they use and the cost burden they have to bear to buy the equipment. Generally, the tools and PPE used are as follows:

1. Work Equipment Palm kernel gatherers need tools with the right function to support their work activities. Here are some tools used when gathering palm kernels, such as: (a) Angkong is a cart-like tool with one wheel used to transport loose fruit and Fresh Fruit Bunches (FFB) to the collection point, (b) Buckets and sacks are tools used to collect palm oil loose fruit, (c) A rake is a tool used to gather loose fruit scattered on the palm oil tree disks, (d) A hook is a tool used to make it easier to lift FFB left on the ground.
2. Personal Protective Equipment (PPE) During work activities, there is sometimes a possibility of work accidents, so workers are generally required to wear PPE. The following is the PPE used by loose fruit collectors, like: (a) PPE helmet used to protect workers' heads, (b) PPE boots used to protect feet from thorns and dangerous animals (c) PPE gloves used to protect hands from being pricked by oil palm thorns.

Working Time Limits When hiring contract workers, the company

sets the working time limit for the workers at six days a week, starting on Saturday and ending on Friday. Wages are paid by the head contractor in cash on Saturdays after work hours. If funds to pay the workers' wages are available sooner, wages are paid directly on-site. However, if the wage payment funds are available according to the scheduled time, wages are paid at the head contractor's home. Wages cannot always be paid on time due to several field constraints such as bad weather, damaged road conditions, and vehicle breakdowns, which prevent the loose fruit from reaching the factory on time. This is the factor causing delays in wage payments because workers' wages can only be paid once the loose fruit harvest has been confirmed to have reached the factory. Generally, if this week's wages are paid late, they will be given the following week along with the results of that week.

3.3 Calculation of Worker Wages

As mentioned above, PT Bersama Sejahtera Sakti Minamas Plantation has two groups of frond collectors, namely Group A and Group B. These two groups differ in how they calculate the frond collection results obtained by the workers. Group A uses a hanging scale for calculation, while Group B measures frond collection based on the height of the wooden pole. The following are images of the scale and wooden poles used by workers in the field.

- a. Calculation of Group A Wages
The calculation of wages for workers collecting loose fruit for Group A uses a weight unit system (kilograms), with each kilogram valued at Rp. 200. Typically, one worker can produce an average of 7 to 10 sacks of loose fruit bunches in a single workday. The sacks used have been determined according to company standards, which is to have a capacity for loose fruit

with a maximum weight range of 50 kilograms per sack. The method for calculating the results is as follows: Daily worker wage = Total Weight x Price. For example, if Mr. A has finished weighing his collected fruit for a total of 20 sacks with a total weight of 500 kg, then the relevant wage is Rp. 200 x 500 kg, so the wage for that day is Rp. 100,000.

- b. Calculation of Group B wages
The calculation of wages for loose fruit pickers in Group B uses a per-sack unit system, with each sack valued at Rp. 8000. Typically, one worker can produce an average of 7 to 10 sacks of loose fruit bunches in a single workday. The sacks used have been determined according to company standards, which is to have a capacity for loose fruit with a maximum weight range of 50 kilograms per sack. The method for calculating the results is as follows: Daily worker wage = Number of sacks x Price. For example: Mr. B was able to obtain 10 sacks, so the wage paid is 10 x Rp. 8,000, which means his wage paid that day is Rp. 80,000.

The daily wage list is created each day, and then at the end of the week, the administrator will create a summary of the workers' wages for 1 week or 6 working days. This calculation is usually done simply in a wage book known to the foreman, who then pays it in cash to each worker.

Discussion Based on the research results, it is known that the calculation of wages received by workers using the weight unit method (scales) is higher compared to the calculation results using the number of sacks as a unit. Additionally, for workers at PT Bersama Sejahtera Sakti Minamas Plantation, beside employees/workers directly under the company, there are also

contract workers recruited thru a second-party work system, referring to the contract system, and the company is not directly involved with the workers. These contract workers do not have a valid employment agreement like employees with permanent status, contract workers, daily workers, and casual laborers. This is because the company considers the recruitment of contract workers as part of a CSR program aimed at empowering the fostered village community. This form of CSR provision is carried out to meet the company's labor needs with a relatively low wage burden, so that the company's profits can be maintained and jobs can be provided to members of the community of productive age who do not have jobs, allowing them to have additional income to meet their needs. Calculations for determining the results of loose fruit are considered more advantageous using weight units (scales) because for every 50 kilograms, workers can earn Rp. 10,000, whereas if using sack units, for one sack of the same weight (50 kg), workers only earn Rp. 8,000. The wages of loose fruit workers can be determined based on output per kilogram and the number of bags of loose fruit produced. This method of paying workers for loose fruit is commonly called the piecework method. Piecework is an incentive given based on the amount of output produced by the worker. Based on the research findings, the wage determination for daily casual harvesters at PT. Bersama Sejahtera Sakti Minamas Plantation is in accordance with government regulations stipulated in PP 78 of 2015, article 13, which states that wage determination based on output units is adjusted to the work results agreed upon between the employer and the worker/laborer. In reality, on the ground, the payment of wages sometimes experiences delays due

to several factors as mentioned in the research findings. The wages earned by the workers are only enough to meet their basic needs, so to meet other needs, the workers must have another job. Therefore, working as a contract worker cannot be relied upon to support a decent standard of living due to the lack of long-term job security.

4. CONCLUSION

Based on the research findings and discussion above, it can be concluded that: (1). The determination of wages for workers collecting loose fruit bunches is calculated using two methods: for group A, the weight of the loose fruit bunches is used as the unit of measurement, while for group B, the number of sacks of loose fruit bunches is used as the unit of measurement. (2). PT Bersama Sejahtera Sakti Minamas Plantation pays workers' wages using funds allocated for the company's CSR program because harvesting loose fruit is one form of the company's CSR program (3). In the process of paying wages, workers often experience delays due to several factors, and the workers don't mind because they understand the conditions on the ground.

5. SUGGESTIONS

According to conclusion above, suggestion will be (1) Due to the difference in results between the two methods of calculating the determination of the loose fruit yield, where the system of determining the yield using scales is more accurate and considered more profitable, it is better if the calculation system is standardized between Group A and Group B, and (2) Workers who are considered part of the CSR program should be considered for employment as employees if their performance is deemed good.

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