

# Faktor-faktor yang memengaruhi implementasi kebijakan upah minimum khusus: studi kasus implementasi Surat Keputusan Gubernur Jawa Barat tentang upah minimum khusus perusahaan tekstil dan produk tekstil di Kabupaten Bogor = The factors that affect the implementation of special minimum wage: case study on implementation of West Java Governor's decree regarding the minimum wage specifically for textile companies and textile product in Bogor Regency

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## Abstrak

Peningkatan UMK di tahun 2019 menyebabkan 33 perusahaan tekstil di Kabupaten Bogor terancam menutup atau merelokasi perusahaannya karena tidak sanggup membayar upah pekerja. Sehubungan dengan hal tersebut, Gubernur Jawa Barat mengeluarkan Surat Keputusan (SK) tentang Upah Minimum Khusus Perusahaan Tekstil dan Produk Tekstil di Kabupaten Bogor. Kebijakan ini menetapkan upah minimum yang nominalnya lebih rendah dari UMK Bogor agar pengusaha masih mampu membayar pekerjanya, sehingga mencegah perusahaan tutup dan mencegah terjadinya PHK massal. Penelitian ini bertujuan untuk menganalisis faktor-faktor yang memengaruhi implementasi kebijakan upah minimum khusus (studi kasus implementasi Surat Keputusan Gubernur Jawa Barat Tentang Upah Minimum Khusus Perusahaan Tekstil dan Produk Tekstil di Kabupaten Bogor). Penelitian ini menggunakan teori integrated implementation model yang dikembangkan oleh Winter dalam Peters dan Pierre (2012), yang berpendapat bahwa terdapat empat faktor yang memengaruhi implementasi kebijakan, namun penelitian ini hanya menggunakan tiga faktor yaitu komitmen dan koordinasi antarorganisasi, kontrol organisasi, dan respon kelompok sasaran. Pendekatan penelitian ini adalah post-positivist melalui studi pustaka dan wawancara mendalam. Hasil penelitian menunjukkan bahwa faktor komitmen dan koordinasi antarorganisasi, faktor kontrol organisasi, dan faktor respon kelompok sasaran berpengaruh terhadap keberhasilan implementasi kebijakan upah minimum khusus dalam mencegah 33 perusahaan tekstil di Kabupaten Bogor tutup atau relokasi dan mencegah terjadinya PHK massal.

.....The increase of minimum wage in Bogor Regency in 2019, caused 33 textile companies in Bogor Regency almost collapse or relocating their companies because they are unable to pay their worker's wages. The Governor of West Java then issued a Decree regarding The Special Minimum Wage for Textile Companies and Textile Product in Bogor Regency. This policy set a minimum wage that is nominally lower than the minimum wage in Bogor Regency, so that employers are still able to pay their workers, thus preventing companies from collapsing and preventing mass layoffs. This research aims to analyze the factors that affect the implementation of special minimum wage policy (a case study of implementation of West Java Governor's Decree Regarding The Minimum Wage Specifically for Textile Companies and Textile Product in Bogor Regency). This research uses the integrated implementation model theory by Winter in Peters and Pierre (2012), who states that there are four factors that affects policy implementation, however this research only uses three factors namely commitment and interorganization coordination, organizational control, and target group response. Approachment method which had been used for this

research is post-positivist by collecting the qualitative data techniques by doing literature review and in-depth interviews. The result of this research show that the factor of commitment and interorganization coordination, the factor of organizational control, and the factor of target group response affects the success of the implementation of special minimum wage in preventing 33 textile companies in Bogor Regency from collapsing or relocating and preventing mass layoffs.