

SUMMARY

Gabriella Ayu Fajar T.W., 2013. **Perception of Worker To Implementation a City Minimum Wage Policy** (Study at Sukun Subdistrict, Malang City). Advisors: Dr. Hermawan, S.IP, M.Si and Ainul Hayat, S.Pd, M.Si, 126 pages + xv

Within worker perspective, wage was important thing to become a factor which influenced worker welfare rate. To protect worker from entrepreneur's naughty behavior and to increase worker's welfare had forced the government to establish City Minimum Wage Policy through Government Act No.13 of 2003. City Minimum Wage (UMK) was perceived differently. Some workers had wage far below city minimum wage, while some others had above it.

Problems of research were determined as following: (1) How was the implementation of UMK in Malang City, (2) How was the perception of worker at Sukun Subdistrict, Malang City, on UMK Policy at Malang City, and (3) How was the impact of the implementation of UMK on worker welfare at Sukun Subdistrict of Malang City. Research was supported by theory of public policy, theory of perception, wage concept, and theory of welfare. Type of research was qualitative study with descriptive approach. Data analysis was using interactive model.

Result of research indicated that the formulation used in the implementation of UMK Malang was The Decree of East Java Governor No.72 of 2012. City minimum wage in Malang was implemented by The Official of Employment and Transmigration of Malang City, and it was operated through socialization. The perception of workers at Sukun Subdistrict who their wage far below UMK was that they were difficult to meet the reliable life demand (KHL) which comprised to cloth, food, shelter, transportation, recreation, and saving. These were not enough because workers were forced to accept the condition of company. UMK Policy was not yet influencing worker fate, and workers failed to perceive welfare. Workers at Sukun Subdistrict with their wage above UMK perceived that UMK Policy had given sense of safety, comfort, and adequacy of meeting KHL to develop better welfare for workers.

The impact of UMK Policy increased the welfare of workers at Sukun Subdistrict but it could be felt only by workers with wage above UMK. The improvement of UMK Policy was needed such that all worker could feel the benefit of this policy. Things that should be improved and increased were wider socialization, need to NGO is beside SPSI to convey a worker demand, extended deference, stricter punishment, and additional supervisory officer.

Keywords: Perception, Worker, City Minimum Wage (UMK), and Welfare