

**IMPLEMENTATION OF DISTRICT MINIMUM WAGE POLICY AT
THE DEPARTMENT OF MANPOWER AND TRANSMIGRATION
SUKABUMI DISTRICT**

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ABSTRACT

This study aims to determine the implementation of the minimum wage policy in Sukabumi Regency. This study uses qualitative research methods with a descriptive approach. It consists of four informants divided into two groups: informants who implement policy and policy implementers who are target informants; data collection techniques using observation techniques, interviews, and documentation; data analysis using flow models; and data validation using triangulation and triangulation techniques. This study uses four policy implementation variables from George Orwell's *The Wealth of Nations*. The results of this study indicate that the implementation of minimum wage policy in Sukabumi Regency goes well in the dimensions of communication and disposition, but in the dimensions of resources and bureaucratic structure is not optimal, this is because the resources with the refocusing of the budget and the number of employees and infrastructure needed optimization and the bureaucratic structure is not the authority of the Department of manpower and Transmigration Sukabumi to assess how the SOP's related to the District Minimum wage and its implementation mechanism, it is because the *Keputusan Gubernur Jawa Barat Nomor:561/Kep.732-Kesra/2021* so that it is regulated by the province regarding sop's and the implementation mechanism.

Keywords: *Public Policy, Implementation, District Minimum Wage*

A. INTRODUCTION

In essence, implementation becomes a decisive stage in the policy process because without effective implementation, the decisions of policymakers are considered unsuccessful. Policy implementation is an activity that looks after the legitimate direction of a policy, which includes how efforts to manage inputs produce outputs or outcomes.

Wages are the most important thing in labor because the purpose of working people is to get wages that will be used to meet their needs. Fair and reasonable wages will trigger high work motivation so that the performance of workers is better, which certainly affects the company's income.

Because the minimum wage policy is a complex policy that can affect the economic sector, social welfare, socio-political sector, and other sectors, the process of policy formulation in a region must see the level of urgency of the problems that occur in the area. Minimum wage policy is a policy made by involving policy actors directly.

In the formulation of this wage policy, it involves actors in the formulation of policies, namely employers, workers, and the government. employers and workers are seen as two different sides of a coin. Employers viewed from the side of workers is a provider of employment that provides their survival whereas, workers viewed from the side of employers is an important production factor and driving the continuity of daily operations of the company. In terms of employment, employers and workers are two elements of labor that need each other where employers need workers as producers of production and workers need wages from employers to support their survival.(Sylvia, 2016).

With the company being a factor in labor absorption, the recapitulation of labor data regarding the number of companies in Sukabumi Regency based on mandatory reporting in 2021, is in the table below:

Table: Number of companies in Sukabumi Regency in 2021

Number of companies in Sukabumi Regency in 2021			
Companies	Business Classification		
	Small	Medium	Large
1174	186	76	912

Source: *Processed from Kemnaker.go.id, 2021*

From the table above, it can be seen that companies located in Sukabumi Regency are classified into small businesses, medium businesses, and large businesses. There are 1,174 total companies, with 912 having the highest business classification and 76 having the lowest. Furthermore, every company certainly needs workers to achieve its vision or mission, which can have a positive impact on the company. The company will never be able to run well if its workers resources do not meet standard needs. Based on data obtained from

Kemenaker.go.id, there will be total employment in Sukabumi Regency in 2021, which is as follows:

Table: Number of workers in Sukabumi Regency

JUMLAH KETENAGAKERJAAN DI KABUPATEN SUKABMI		
Workers		Total
Male	Female	
46.887	93.373	140.260

Sumber: *Processed from Kemnaker.go.id, Researcher 2021*

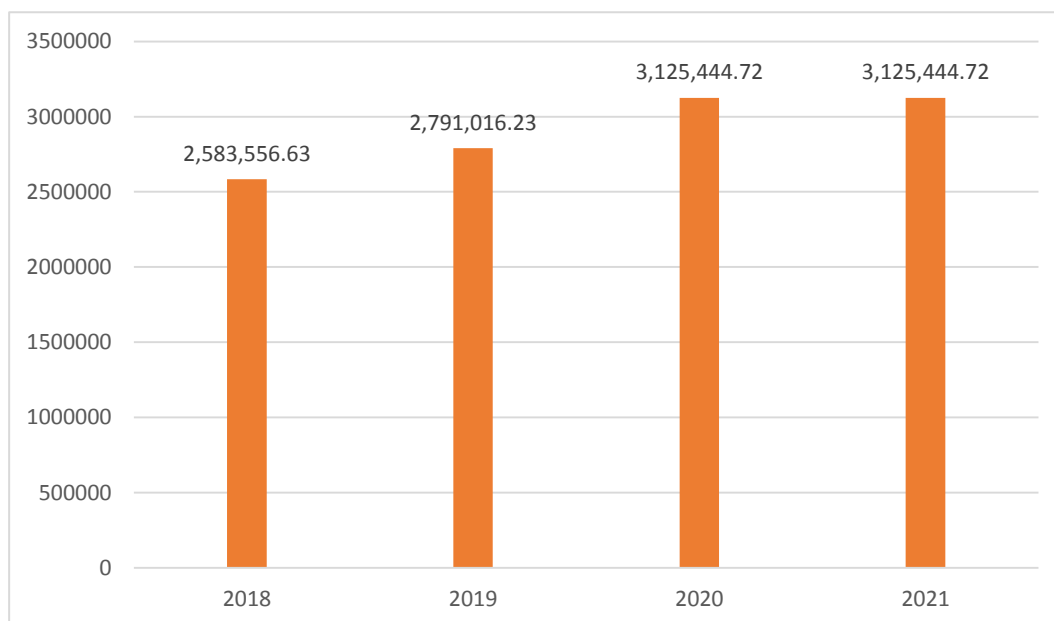
Based on the above table data can be seen that the workforce in Sukabumi Regency as many as 140,260 workers, based on gender female workers dominate with the number of 93,373 workers, while for men a number of 46,887 workers.

In Article 1 paragraph 30 the *Undang-Undang Nomor 13 Tahun 2003* concerning manpower, wages are the rights of workers / laborers received and expressed in the form of money as remuneration from employers or employers to workers/laborers determined and paid according to a labor agreement, agreement, or legislation, including benefits for workers/laborers and their families for a job and/or services that have been or will be performed.

In addition to the above legal regulations there is also the *Peraturan Pemerintah Nomor 36 Tahun 2021* on wages in the right to a decent livelihood for humanity; obtaining equal treatment in the implementation of the wage system without discrimination; obtaining equal pay for work of equal value. The Governor regulation in West Java regarding wages is contained in the *Keputusan Gubernur Jawa Barat Nomor 561/Kep.774-Yanbangsos/2020* concerning the Minimum wage of districts / cities in the West Java Province area in 2021. Based on the amount of the minimum wage of districts / cities in West Java in 2018-2021 can be seen in the graph below.

In the graph, it can be seen that the amount of the minimum wage for workers in Sukabumi Regency in 2018-2020 continues to increase, but in 2021 the amount of the minimum wage for workers in Sukabumi Regency stagnated, the amount of which remains the same as the previous year in 2020 was 3,125,444.72.

Department of manpower and Transmigration Sukabumi Regency as an office in charge of assisting the Regent in carrying out government affairs that are the authority of the region and the task of assistance in the field of manpower and Transmigration, in the organizational structure of the Department of manpower and Transmigration. Human resources / employees in the Department of manpower and Transmigration Sukabumi consisting of structural and functional officials is one of the potential in implementing policies and development programs in the field of manpower and Transmigration, as well as one of the determining factors in improving the performance of the Department of manpower and Transmigration.



Graphics : Sukabumi Regency Regional Minimum Wage 2018-2021

Based on preliminary observation data, there are problem phenomena in the implementation of minimum wage policies in Sukabumi Regency, including: first, there is a new regulation, namely the *Peraturan Pemerintah Nomor 36 Tahun 2021* as a derivative of the *Undang-Undang Nomor 11 Tahun 2020* About Job Creation, there is a count or format that has been prepared and this is different from the previous PP (government regulation), where in the previous regulation, namely the *Peraturan Pemerintah No.78 Tahun 2015* that the determination of the minimum wage policy of the City / District is not based on several factors including purchasing power and several other components so that it is different from the current regulation, namely the *Peraturan Pemerintah No.36 Tahun 2021* policy regarding the minimum wage.

Of the two government regulations above, the difference between the previous and current regulations is in the determination of the District/City Minimum wage in the *Peraturan Pemerintah No.78 Tahun 2015* that there are no specific requirements in determining wages, in addition to the determination of City/District wages determined by the governor based on the recommendation of the Regent/mayor and Wage Council suggestions. While the *Peraturan Pemerintah No.36 Tahun 2021* in determining the Regency/City Minimum wage, there are certain requirements contained in Article 30 paragraph 2, in addition, the calculation of the Regency/city Minimum Wage is carried out by the Regency/City Wage Council. The results of the calculation of the Regency/city Minimum Wage are submitted to the Regent/mayor to be further recommended to the governor through the office that organizes government affairs in the field of Labor, if the results of the calculation of the Regency/city Minimum Wage are lower than the provincial Minimum Wage, The Regent/mayor cannot recommend an increase in the Regency/City Minimum wage to the Governor.

Second, the status of employees who are not permanent will be difficult to get the wage scale structure because of the new regulations, namely the *Peraturan Pemerintah No.36 Tahun 2021* which stipulates that there is no wage increase, thus a policy is needed to minimize the needs of workers, therefore Marwan Hamami as Regent made a joint agreement by signing the *Surat Edaran Nomor 561/7961-Disnakertrans/2021* regarding the implementation of the Wage Scale Structure as another step of the UMK increase. However, it is related to the length of service that is more than one year because employees who receive wage scale structure is calculated from the period of work over one year if employees who work under one year then still follow the wages according to the MSE.

In the implementation of the District Minimum wage policy, the District/City minimum wage is the minimum wage applicable in the district/city. PP/36/2021 calling the governor can set the Minimum wage District / City with certain conditions (pasal 30 ayat (1) PP 36/2021). So in this case in accordance with The Theory of Edward III on bureaucratic structure need to make Standard Operating Procedures (SOPs) are more flexible and implement fragmentation can not be made by the Department of manpower and Transmigration Sukabumi because SOPs and mechanisms applicable to the Minimum wage policy of the city/district has been established by the province which resulted in the determination of the minimum wage in Sukabumi district must wait for instructions from the center. In addition, the impact on the communication dimension makes the Department of manpower and Transmigration of Sukabumi Regency must coordinate in advance if there are problems regarding the Minimum wage of the district with the Department of manpower and Transmigration of West Java province, it is because the Disnakertrans Sukabumi Regency does not have the authority to decide directly so that the communication lines are hampered.

B. LITERATURE REVIEW

Public Policy

The definition of the word public according to the historical aspect of its development arises from two sources. First, it comes from the Greek pubes, which means maturity, whether maturity, physical, emotional or intellectual. In sociology and psychology, pubes is then termed puberty which means it is understood as a stage of a human's social life, which is a transition period characterized by the change of an individual from being initially self-centered (self-centered individual) to the effort of looking at and considering people outside of him. As (Tahir, 2015) defines that the policy is:

“Policy is defined as a law. However, it is not only the law but it needs to be understood completely and correctly. When an issue concerning the common interest is deemed necessary to be regulated, the formulation of the issue into public policy must be carried out and prepared and agreed upon by the competent authorities and when the public policy is determined to be a public policy, whether it is a law or a government regulation, or a presidential regulation including

regional regulations, then the public policy turns into law that must be obeyed”.

From the above understanding, the researcher can interpret that the policy is a legal formulation that must be understood completely and correctly by everyone because it is related to the common interest so that it becomes something that must be agreed by the authorities..

Public Policy Implementation

Implementation is related to activity, action, action or the existence of a mechanism of a system, implementation is not just an activity, but an activity that is planned and to achieve the objectives of the activity. Implementation refers to actions to achieve the goals set in a decision. This action seeks to transform these decisions into operational patterns as well as trying to achieve major or minor changes as previously decided (Noviani, 2021). Meanwhile, according to (Agustino, 2016) defines the implementation of the policy as follows :

“Policy implementation can simply be interpreted as the process of translating regulations into action. In practice, policy implementation is a process that is so complex that it is not uncommon for it to be politically charged because of the form of intervention of various interests”.

Based on the above explanation, the definition of implementation can also be said to be the application or realization of a policy that has been established, it aims to measure the success of a regulation. The success of a policy implementation can be measured or seen from the process and achievement of the final result (output), namely: achieved or not the goals to be achieved. Policy implementation is a very important stage in the overall policy structure because it is through this procedure that a public problem can be solved or not

Edward III's Implementation Model

A third, top-down model of policy implementation was developed by George C. Edward III. Edward III called his public policy implementation model Direct and Indirect Impact on Implementation. In the approach theorized by Edward III, there are variables that determine the successful implementation of a policy(Edward III, 2003), namely:

(1) Communication

According to Edward III, communication largely determines the successful achievement of the goals of public policy implementation. Effective implementation occurs when decision makers know what they are doing. Knowledge of what they will do can be run if communication is going well so that every policy decision and implementation regulation must be transmitted (or communicated) to the right personnel. There are three indicators that can be used (or used) in measuring the success of the communication variables mentioned above, namely:

- a) Transmission; good communication distribution will be able to produce a good implementation as well. Often what happens in the distribution of communication is a misunderstanding(miscommunication), this is because communication has gone through several levels of bureaucracy so that what is expected is distorted in the middle of the road..

- b) Clarity; communications received by policy implementers (street level bureaucrats) must be clear and unambiguous. The vagueness of the role of policy does not always prevent the implementation, on certain rules, but the implementers need clarity of information in implementing the policy so that the objectives to be achieved can be achieved according to the content of the policy..
- c) Consistency; the orders given in the execution of a communication must be consistent (to be applied and executed). This is because if the orders given often change, it can cause confusion for the executor in the field..

(2) Resources

The second variable that affects the successful implementation of a policy is resources. Resources are another important thing, according to George C. Edward III, in implementing the policy. Resource indicator-resource summer consists of several elements, including: staff the main resource in policy implementation is staff or human resources (HR). The failure that often occurs in the implementation of policies is caused by staff. In addition, supporting resources such as facilities and infrastructure, as well as budget resources.

(3) Disposition

In implementing a policy requires the attitude of policy implementers who not only know what will be done but must have the ability to implement it. So, in the process of implementation, there is no behavior or action that deviates from the applicable rules. Things that need to be monitored on disposition variables are disposition effects, arrangements, and incentives..

(4) Bureaucratic Structures

In implementing a policy, even though the resources to implement a policy are available, knowing what to do, and having the desire to implement the policy may not be implemented due to weaknesses in the bureaucratic structure. That way, to improve the performance of bureaucratic structures or organizations in a better direction, it is necessary to create more flexible Standard Operating Procedures (SOPs) and carry out fragmentation..

C. METHODS

This research was conducted in Sukabumi Regency, West Java Province. Since the goal of this research is to analyse a specific circumstance, then the qualitative case study method was applied. As explained by (Moleong, 2018) in his book explaining qualitative research is :

“Research that intends to understand the phenomenon of what is experienced by the subject of research for example behavior, perception, motivation, action. etc., holistically, and by means of descriptions in the form of words and language, in a special natural context and by utilizing various natural methods. While descriptive is the data collected in the form of words, images, and not numbers. This is due to the application of qualitative methods. In addition, everything collected is likely to be the key to what has already been researched”.

In checking the truth of the research results carried out, the researcher validates the data, where validation is an effort to check the truth of the research results carried out by the researcher with existing provisions, so that the data obtained produces a degree of confidence from the existing information, as explained by Moleong (Moleong, 2018), that:

“The technique of checking the validity of data is based on certain criteria, the criteria consist of the degree of trust (credibility), transferability, dependence, and certainty. For the criteria for the degree of confidence, the data examination was carried out using the techniques of extension, participation, persistence of observation, triangulation, member checking. As well as for the criteria of dependence and certainty of the examination carried out by auditing techniques”.

So that the validation in this study uses a triangulation model, according to (Moleong, 2018) triangulation is a technique for checking the validity of data that utilizes something else outside of that data for checking purposes or as a comparison to that data. Meanwhile, according to Sugiyono (2018: 368) that triangulation is a way to check data from various sources in various ways and times.

In qualitative research requires a lot of data sources in conducting such research, it aims to provide a deeper picture of the research process. The Data obtained in this qualitative research can be collected and summarized according to the need to be further described in the form of reports. As according to (Sugiyono, 2018) the process of data analysis is to examine all data from various sources, be it from interviews, observations written in the form of field notes, personal documents, official documents, images, photographs and so on. In this study, technical data analysis is carried out in accordance with what is described by (Milles & Huberman, 2014) where there is data reduction, data presentation and drawing data conclusions/verification

D. EXPLANATION

According to (Tresiana & Duadji, 2019) implementation is understood as an activity to deliver policy output carried out by implementor actors to target groups as an effort to realize policy goals, and this policy goal will appear when policy output can be accepted and utilized properly by Target groups so that in the long term policy results will be able to be realized. We need to know that each stage of the public policy process begins with the formulation of policies, policy formulation, policy adoption, policy implementation, and policy assessment (Edward III, 2003) Every policy that has been formulated needs real action related to the implementation of these policies, this is often referred to as the implementation of policies that enter the third stage in the public policy process. With the implementation of policies, we can find out the obstacles and obstacles in implementation, find unwanted consequences of program policies, as well as the expectations and goals to be achieved in the implementation of these policies.

Edward III's policy implementation Model is an implementation model that researchers use to be a data analysis material in this study, the theory explains that

implementation can be successful if you pay attention to 4 dimensions, namely, communication, resources, disposition, and bureaucratic structure. The four dimensions in the theory of policy implementation that is the result of this study, will be explained in more depth below :

Communication

Communication becomes a benchmark variable in the implementation of a policy, because with communication we can find out what must be done by a policy implementing actor, and what achievements must be received by the policy target. According to (Tresiana & Duadji, 2019) to ensure implementation can run, before the delivery of policy outputs to the target group begins first with the delivery of information to the target group in the form of socialization or public consultation. Furthermore, in an implementation of communication in the form of socialization, the information provided must include a complete explanation of the policy objectives, benefits and benefits that will be felt by the target group, stakeholders involved, and the mechanism of a policy/program (Tresiana & Duadji, 2019) Thus, in the communication variable there are 3 indicators that are used or used to measure the success of a communication including : transmission, clarity, and consistency (Edward III, 2003)

In the implementation of the minimum wage policy is done through the field of industrial relations and employment requirements, and other internal parties of the Department of manpower and Transmigration Sukabumi. In this case related to socialization of the company to employment. In the implementation of the submission related to the minimum wage regulation of this regency, the Department of manpower and Transmigration of Sukabumi Regency conducted direct socialization to companies located in the Sukabumi Regency area, this was done so that the company would further inform its workers regarding the minimum wage habits of this Regency. This is done because the district minimum wage applies to new employees who have just worked from 0-1 year, so that companies that submit information can ascertain and calculate how the minimum wage for workers who have worked more than 1 year, because there is a difference between the calculation of the minimum wage bonus in each company. In addition to direct communication to companies related to the delivery of the minimum wage of this district, the Department of manpower and Transmigration Sukabumi Regency disseminate information through online news media.

The efforts of the Department of manpower and Transmigration of Sukabumi Regency in the clarity of the purpose of the clarity of the new regulation, namely the clarity of the Minimum wage regulation is carried out with companies located in the Sukabumi Regency area, where each existing company is explained how the minimum wage regulation of the Regency will be carried out. In the field itself for the clarity of this minimum wage depends on the companies because the District Minimum wage is for new employees who work for 0-1 years of work. The wage will be different from workers who have worked for example 1 to 5 years, because workers who have worked more during that time there are other *tersenidi* counts also in determining their wages depending on the company.

In conveying this minimum wage issue before it is determined by the province, the Sukabumi Regency manpower and Transmigration Office conducts

joint consideration with the Wage Council where it is carried out with elements of laborers, companies, and the Sukabumi Regency manpower and Transmigration Office. This is done in an effort to achieve how the need for this wage increase that can have an impact not only for workers, but also for the Sukabumi Regency area also has an impact that will determine how the company can survive and attract other companies to want to produce in the Sukabumi Regency area. The delivery of a problem is a must, in delivering it regardless of effective or existing controls, it must be done to achieve a goal. In this case the Department of manpower and Transmigration Sukabumi in conveying the problem of the minimum wage dilaukan district in an effort to perform services performed by Disnakertrans.

Submission of problems regarding the minimum wage is relative because it looks at several aspects and variables involved in solving the problem of the minimum wage of this district. The obstacle faced by Disnakertrans Sukabumi Regency is how to answer questions related to the minimum wage of this Regency, because basically the Minimum wage of this Regency is set through the Governor's decision. It also becomes an obstacle for the Department of manpower and Transmigration of Sukabumi Regency, where in conveying the information must coordinate in advance with the province to ensure and validate the information.

Resources

The resources referred to in this case are related to human resources, budget resources, and supporting resources. In every policy whatever is done will never be done well without these three resources, all three are interrelated, related and sustainable so that they cannot be separated. With the existence of a policy program required human resources as a driver in the implementation of the policy, but if the budget resources and supporting resources do not exist then any program will never run properly, and vice versa if the budget resources and supporting resources are sufficient but the human resources do not exist then no one will ever be able to implement or implement the policy program. However, it should be underlined that the addition of human resources alone is not enough, because the most important is the expertise or ability to competently implement a policy to achieve the desired goals.

Human resources at the Department of manpower and Transmigration Sukabumi where human resources at the Department of manpower and Transmigration Sukabumi can be said to be less to enough, because the need for employees is an important part for the implementation of any program that will be carried out by Disnakertrans. The efforts made by Disnakertrans Sukabumi Regency in overcoming this limited number of human resources is by optimizing the available human resources, because the number of employees can also be said to be not too good because it will amend more budget sources, so optimization efforts must be made to be able to cover the shortage and the budget can be minimized as well so as not to overbudgeting. The number of workers in the Department of manpower and Transmigration Sukabumi contained in the following table:

Table : Total Manpower

	PNS	Pegawai Kontrak
Total	55	33

Source: *Disnakertrans Kabupaten Sukabumi, 2022*

From the above data it can be concluded that the workforce with the status of civil servants at the Department of manpower and Transmigration Sukabumi amounted to 55 people, while the contract employees amounted to 33 people. With the limited manpower, it is necessary to optimize the existing resources to obtain work efficiency. Of course, in addition to human resources are also needed supporting resources such as facilities and infrastructure to support the minimum wage regulation of this district, with the facilities and infrastructure can facilitate the achievement of existing goals.

In support of existing programs, facilities and infrastructure available at the Department of manpower and Transmigration Sukabumi as in Human Resources where less if said less. In 2021 to 2022, for example, where the need for infrastructure and facilities that support the program is felt to be lacking because that year the government budget focuses more on the health sector, so it is basically the same as HR where the need for optimization of each existing resource so that it can be utilized better. So basically the same as HR where the need for optimization of each existing resource in order to be utilized better.

In supporting human resources and other supporting resources tetntunya also required budgetary resources. Without the budget, various programs will be difficult to run, because with the budget, every activity can take place. The problem of budget resources in supporting wage policies is not too big, this is because initially the draft budget was prioritized to health problems due to the pandemic. So in supporting this minimum wage regulation back to optimization. So in this case the role of the company is more influential on how to support the minimum wage regulation of this district. The source of the existing budget and also this problem is more to the company that does and runs how the MSE can handle it. For this reason, the optimization of all existing resources is needed to achieve the goals of a policy and program. An optimization can create efficiency.

Disposition

The disposition or attitude of the policy implementer is an important factor in the approach regarding the implementation of a public policy. if the implementation of a policy is to be effective, then the policy implementers must not only know what will be done but also must have the ability to implement it (Agustino, 2006:36).

The attitude of the implementers in response permasalahan minimum wage policy is looking at several factors such as employee welfare, purchasing power, improve the economy of Sukabumi, and attract investors to create companies in the Sukabumi region. The minimum wage policy of this district is actually set by the governor of West Java, but in its implementation the role of implementers at the district level is something that must be considered so that there is no inconsistency between regulation and realization. With the increase in the minimum wage of the district can be a balance between income and expenditure,

it happens because every year the price of basic goods always increases. This clearly becomes a necessity in the wage increase to offset the rising cost of living each time.

From the side of the workers on the impact felt by the regulation of the district minimum wage diartikan that with the regulation can make a legal umbrella for workers, where with the clarity of wage Systematics can be a reference so that companies do not pay wages below the standard that has been set and the impact felt by workers one of them for the welfare and also for their survival in addition to the minimum wage policy serves as a safety net so that there is no value of wages lower than the minimum wage set by the government also protects and menajmin business continuity and encourage the growth of business continuity and encourage employment growth of the population. Because with this regulation, it has a positive impact on workers.

This makes a significant impact on workers related to the increase in the minimum wage. In this case the researcher interprets that the real impact of the Minimum wage regulation of this district where the workers have a guarantee of the Minimum wage in accordance with each region, where if there is a minimum wage below the standard that has been set then the company can not run the regulations that have been made by the province. With this wage increase, it can prosper the workers and the purchasing power of the community can also increase so that it can run the economy.

Bureaucratic Structure

In bureaucracy there are two main characteristics consisting of Standard Operating Procedures (SOP) which aims to make various decisions and fragmentation which is the division of responsibility for a policy area among organizational units (Edward III, 2003)

In the implementation of Minimum Wage Policy Sukabumi, basically implemented by Dinskertrans West Java province which refers to the decree of the Keputusan Gubernur Jawa Barat Nomor: 561/Kep.732-Kesra/2021 related to the minimum wage of districts/cities in the West Java Province area, it correlates to each region in West Java which confirms that related to the minimum wage of cities / districts is regulated by the province. Because each region has a difference in the receipt of the minimum wage, this happens with several variables determining the minimum wage of each region so that the difference in wages becomes reasonable with each region because of the different calculation mechanisms. Implementing guidelines minimum wage Sukabumi contained in the decision of the governor of West Java, this happens because the determination of the Minimum wage is done by the province, not done by the district/city. This is in accordance with PP/36/2021, which states that the governor can set the Regency/city Minimum Wage with certain conditions (Pasal 30 ayat (1) PP 36/2021).

So that in the implementation of the minimum wage of the City / District is in accordance with the applicable SOPs or not is the authority of the province. The manpower and Transmigration Office of Sukabumi Regency does not have the authority in this matter and is also not the realm in assessing this matter. but the truth is about the minimum wage district/city in West Java in the

determination to see from the consideration and weigh whether the minimum wage is feasible or not in an area.

Based on the findings of researchers in the field, there are several things that must be done so that the implementation of the minimum wage policy of the city / district can run well according to the needs of their respective regions, where is the need for a mechanism or derivative SOPs based on the province so that the manpower and Transmigration office has the authority to assess whether the city/district minimum wage is running in accordance with the established mechanism without waiting for an assessment from the province so that in this case the implementation of the city/district minimum wage can be seen from the assessment of policy areas and policy makers who correlate creating regulations that have a positive impact without any negative. In addition, it has a correlation so that the Department of Labor in West Java has the authority to provide answers related to minimum wage regulations directly without waiting for communication with the province due to its own mechanisms and SOPs other than those set by the province.

E. CONCLUSION

Based on the findings in this study, it can be concluded that the implementation of the minimum wage Sukabumi Regency by the Department of manpower and Transmigration Sukabumi, when viewed based on the dimensions of communication, resources, disposition, and bureaucratic structure proposed by Edward III it can be disimulkan as follows::

1. Viewed from the dimension of communication, communication aspects of the Department of manpower and Transmigration Sukabumi against the Minimum wage policy Sukabumi. This is done, one of them through direct communication to the company in achieving the minimum wage policy of this Regency, another thing done by the Department of manpower and Transmigration of Sukabumi Regency is by publishing news online related to this minimum wage issue. So that the delivery of information can be quickly and actually spread directly, it has a positive impact on workers because they can access news directly without waiting for days like a few years back before the massive gadget is now. In the issue of the minimum wage of the district also the Department of manpower and Transmigration Sukabumi before the establishment of minimum wage standards always conduct coordination meetings with the board Penguhpahan consisting of the Office, company, and workers.
2. Viewed from the dimension of resources, optimization of available resources in the form of human resources, facilities and infrastructure, and budget is needed. With the number of employees at the Department of Manpower and Transmigration in Sukabumi amounting to 88, as well as the facilities and infrastructure available, optimization is needed to create efficiency. Although it was said in the interview that human resources, facilities, and budget feel less, it is still relatively low if there is optimization.
3. Viewed from the disposition dimension, the attitude of the implementer in the Regency minimum wage problem where the minimum wage serves as a safety

net so that there is no wage value lower than the minimum wage set by the government. Not only that, the minimum wage also protects and menajmin business continuity and encourage the growth of business continuity and encourage employment growth of the population.

4. Viewed from the dimensions of bureaucratic structure, in this issue where the Minimum wage policy Sukabumi set by the province through the Keputusan Gubernur Jawa Barat Nomor: 561/Kep.732-Kesra/2021 so that in the implementation guidelines and SOPs mechanism for the implementation of this Regency minimum wage policy, the SOPs mechanism and assessment cannot be regulated, because the Sukabumi Regency manpower and Transmigration Office does not have authority in this regard..

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