

# Rally for Normative Demands and Solidarity of Workers

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## Abstract

This research is initiated by an interesting fact that there are still many labor strikes and rallies in Indonesia. The purpose of this study is to determine: the influence of normative demands and solidarity together on job dissatisfaction of workers. This research is intended as explanatory research. Sampling method used in this research is accidental sampling. The sample consists of 100 workers/laborers who joined rallies on May 1, 2014. The results show on the indicator the amount of City Minimum Wage Rates in normative demands variable, respondents believe the amount of wages earned are still not in accordance with the provisions of the minimum wage set by the government. Participation of workers in the fight for economic security must be done in various ways including demonstrations, based on solidarity between workers in order to put pressure on policy makers with regard to labor issues. In conclusion, good normative demands in accordance with the provisions of the agreement and the strong solidarity between workers will reduce dissatisfaction. Suggestions are made on normative demands variable; review should be made on the amount of the city minimum wage rates; leave entitlements, workers social security and dismissal policies should be in compliance with the current government policy.

## Keywords

normative demands; solidarity; labor job dissatisfaction

## INTRODUCTION

Labor Day 1 May 2014 in Indonesia is the beginning of labor struggle when there is something new that the day is a national holiday. Laborers are free to take to the streets to protest their rights as laborers. The demand concerns the issue of wages which is still considered low, which often leads to conflict between workers and employers. Whereas according to Kurbetti (2014), if industrial relation is friendly, harmoniously and collaboratively built among employees, between employees and employers, it can eliminate conflict and can actually increase cooperation.

tion.

The explanation of Law No. 13/2003 states that if industrial relation disputes do not reach the point of solution, workers are entitled to strike. The number of strikes and demonstrations in Indonesia is still very high. By the year 2013 until the middle of the year, there have been 77 times overall with the total number of workers involved reaching 19,687 people, and 97,989 of working hours lost (Ministry of Manpower and

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Transmigration 2013). Working strikes and labor protests cause a high loss of working hours, cause business loss and make potential investors hesitate to invest in Indonesia. This is reinforced by the results of research by Jiang (2009) stating that job dissatisfaction causes decreased turnover due to the high turnover rate of labor so that the quality is low. On the other hand, dissatisfaction arises because there are employees who are not satisfied with the work situation so they have attitude to unionize (Sarkar 2012; Vangel 2011; Chan et al. 2010; Ford 2013; Juliawan 2011; Thomas & Sudhakumar 2012, 2014). It is in line with Farber (1990) and Stuart (1984) stating that employees who are not satisfied with the work situation will have the attitude to unionize.

Working strikes are closely related to labor solidarity in an effort to improve the conditions of the workers from job dissatisfaction. The concept of labor solidarity is the relationship between individuals and/or groups formed on the basis of moral feelings and beliefs shared and reinforced by shared emotional experience.

Biezenski (1996) explains that solidarity is closely related to leadership style in eliminating conflict, because according to Oshagbemi (1997) and SANDERS (2006), there is a relationship between leadership style and employees based on cohesiveness and behavior of horizontal and vertical solidarity. Furthermore, Tinley (2014) reinforces that strong cohesion and solidarity among women's groups can increase income opportunities for marginalized rural women from micro-enterprise policy projects. According to Sutopo's research results in the *Komunitas* Journal, Vol. September 2, 2013, the low educational qualifications of women can result in low wages that they receive because of their position as workers only. Thus Sammut & Gillespie (2011) emphasizes that the problem of solidarity arises from a heterogeneous society.

In this regard, Hogg and Abrams (1990, p.35) explain that labor participation in demonstrations is a strategy that workers create in collectively solving problems. Thus the work strike/demonstration occur-

red because of the disharmony of working relations between workers and employers. For example, the demands of the workers are less responded or not met so that it can lead to conflict. The condition is in line with Tiberius & Hall (2010) stating that the demands of the protesters are often the main problem because normative demands contribute to job satisfaction which ultimately will improve their welfare.

Disputes in industrial relations between workers and employers are generally due to lack of coordination and good relations or lack of flexibility and harmony between them. It requires a commitment from both so that disputes or conflicts can be eliminated in such a way. Conditions that occur in Indonesia show that almost every time industrial relations deteriorate from year to year because of the problem of labor's wages that is relatively still below the minimum standards set by the government. Semarang city's minimum wage (*UMK*) in 2014 is Rp. 1,423,500, - the highest among 35 regencies/cities in Central Java Province, but the lowest category among the four provinces, that is, Surabaya City's (East Java Province) of Rp. 2.200.000, -. Bandung city's (West Java Province) of Rp. 2.000.000, - and Jakarta City's (DKI Province) of Rp. 2.441.301,74, -. The amount of city minimum wage is determined by the commitment of the mayor or the governor and the local wage.

The relatively low city minimum wage is considered inadequate to satisfy the standards of physical, non-physical and social living needs consisting of 60 kinds ranging from clothing, food and shelter. The condition causes the workers to experience dissatisfaction. Because the demands on wages are often not met by employers, they do work strike. This is in line with research findings of Sarfraz, et al (2010) stating that low wages will have a positive impact on employees on work dissatisfaction.

The results of previous research by Tyagita, A. (2011) explain that the struggle of the workers to uphold normative rights can not necessarily be implemented, because it requires a real support from the organization as a media to strengthen the position

of workers in trade unions, so that workers' normative rights can be protected through the establishment of collective labor agreements between trade unions and employers.

The results of previous research by Setyawan, H., & Affandi, MA (2017) explain that the determination of wages uses and combines two strategies, namely through mass movement by pressing the government and wage council and doing advocacy, that is, strengthen mass movement to determine the amount of wage increase.

The existing researches focused more on wage issues and their impacts, while this study looks at the issue of labor wages from another side, namely the influence of normative demands, solidarity and both together against the dissatisfaction of labor.

The amount of city minimum wage actually can be a comparative advantage of workers in Indonesia because it is in the category of cheap when compared to outside Indonesia where wages are much more expensive. However, city minimum wages for labors in Indonesia in general and Semarang and its surrounding in particular is still relatively low and do not meet the standard of life necessities.

## RESEARCH METHOD

The variables studied were normative demands ( $X_1$ ), solidarity ( $X_2$ ) and labor dissatisfaction ( $Y$ ) and described in Table 1.

The type of this research is explanatory research using accidental sampling that is laborers who follow Labor Day Celebration of 1 May 2014 in Semarang City. The sample size is 100 people. Measurement scale uses Likert Scale. Data collection techniques uses

questionnaires. Data analysis uses average score, simple linear regression and multiple linear regression.

## RESULTS AND DISCUSSION

Table 2 describes the characteristics of the respondents, consisting mostly of women (62%); men (38%) with the age of 18-25 years (24%), the marital status of 80% married, some of them are domiciled in Demak Regency (42%) and Semarang City (34%), working period of between 1 - 5 years (38%) and 90% of workers are member of KSPN union.

Table 3 Explain the results of the study by using the average score of indicators of the variables of normative demands, solidarity and workers' job dissatisfaction.

Table 3 describes the variables of normative demands: (1) the size of MSEs contributes to the indicator average of 3.51; (2) workers' leave with the indicator average of 4.06; (3) social security get the indicator average of 4.16 and (4) dismissal has the indicator average of 3.96. While the average of all indicators is 3.92 with a total score of 5537 and the total frequency of 1400. The average score of normative demands variable is 3.92 when compared to the range of the score 1-5, then the results obtained is in the high category, it shows that the average of normative demands has been good but the Minimum City Wage is still relatively low.

Solidarity variable is influenced by: (1) concern gives the indicator average of 4.21; (2) giving each other has the indicator average of 4.12 and (3) voluntary favors contributed to the indicator average of 3.97. While the average of all indicators is 4.01 with a total score of 6148 and the total frequency

Table 1. Research Variable and Indicator

Symbol	Name of Variable	Type of Variable	Indicator
$X_1$	Normative Demands	Independent	City Minimum Wages; Workers' Leave; Workers' Social Security; Dismissal Policy
$X_2$	Solidarity	Independent	Concern; Give each other; Voluntary Favors
$Y$	Workers' Job Dissatisfaction	Dependent	Forms of Workers' Job Dissatisfaction; Problems That Are the Source of Workers' Job Dissatisfaction; How to Deliver Workers' Job Dissatisfaction

Table 2. Characteristics of The Respondents

Characteristics of The Respondents	Amount	Proportion (%)
Male	38	38
Female	62	62
<b>Amount</b>	<b>100</b>	<b>100</b>
Aged < 24 years old	24	24
25-29 years old	21	21
30-34 years old	21	21
35-39 years old	20	20
40-44 years old	6	6
45-49 years old	6	6
>50 years old	2	2
<b>Amount</b>	<b>100</b>	<b>100</b>
Married	80	80
Unmarried	19	19
Widow/widower	1	1
<b>Amount</b>	<b>100</b>	<b>100</b>
No Elementary School Certificate	1	1
Having Elementary School Certificate	7	7
Having Junior High School Certificate	19	19
Having Senior High School Certificate	73	73
<b>Amount</b>	<b>100</b>	<b>100</b>
Dimiciled in Demak	42	42
Kendal	1	1
Pati	1	1
Purwodadi	15	15
Purwokerto	2	2
Salatiga	1	1
Semarang	34	34
Solo	1	1
Temanggung	1	1
Ungaran	2	2
<b>Amount</b>	<b>100</b>	<b>100</b>
Years of Services 1- 5 years	38	38
6-10 years	22	22
11-15 years	10	10
16-21 years	10	10
>22 years	20	20
<b>Amount</b>	<b>100</b>	<b>100</b>
Members of KSPN Union	91	91
KSPI	2	2
Others	7	7
<b>Total</b>	<b>100</b>	<b>100</b>

Source: Processed Primary Data, 2014

**Table 3.** Table of The Average Score of Indicators

Variable & Indicator	Indicator Average	Total Score	Total Frequency	The Average of All Indicators (Total Score : Total Frequency)
<b>Normative Demands (X<sub>1</sub>)</b>				
City Minimum Wages	3,51			
Workers' Leave	4,06	5537	1400	3,92
Workers' Social Security	4,16			
Dismissal Policy	3,96			
<b>Solidarity (X<sub>2</sub>)</b>				
Concern	4,21			
Give Each Other	4,12	6148	1500	4,01
Voluntary Favors	3,97			
<b>Workers' Job Dissatisfaction (Y)</b>				
Forms of Workers' Job Dissatisfaction	3,89			
Problems That Are the Source of Workers' Job Dissatisfaction	3,90	5784	1500	3,86
How to Deliver Workers' Job Dissatisfaction	3,77			

Source: Processed Primary Data, 2014

**Table 4.** Regression Analysis That Identifies the Effects of Normative Demands and Solidarity on Workers' Job Dissatisfaction

Variable	Correlation Coefficient (r)	Determination Coefficient (R <sup>2</sup> )	Conclusion
Normative Demands (-0,240) → Workers' Job Dissatisfaction (47,718)	0,493	0,153	t count -5,332 < t table -1,9845 Significant
Solidarity (0,331) → Workers' Job Dissatisfaction (41,214)	0,524	0,280	t count 4,336 > t table 1,9845 Significant
Normative Demands (-0,202) and Solidarity (0,331) → Workers' Job Dissatisfaction (41,281)	0,427	0,380	F count 10,625 > F table 3,0902 Significant

Source: Results of The Simple and Multiple Linear Regression, processed, 2014

of 1500. Thus the average value of solidarity variable is 4.01, when compared to the range of the score 1-5, then the results obtained is in the high category, it shows that the average of workers' solidarity is good

The variable of workers' job dissatisfaction is influenced by three indicators, namely: (1) the form of workers' job dissatisfaction with the indicator average of 3.89; (2) Problems That Are the Source of Workers' Job Dissatisfaction with the indicator average of 3.90 and (3) How to Deliver Wor-

kers' Job Dissatisfaction with the indicator average of 3.77. The average of all indicators is 3.86 with a total score of 5784 and total frequency of 1500. The Average score of workers' job dissatisfaction variable is 3.86, when compared to the range of score 1-5, then the results obtained is in high category, it shows that the average score of worker's job dissatisfaction is good.

Table 4 shows the results of the study: (1) normative demands have a significant effect on workers' job dissatisfaction; (2) soli-

arity has a significant effect on workers' job dissatisfaction; (3) normative demands and solidarity together have a significant effect on workers' job dissatisfaction.

### The Influence of Normative Demands on Workers' Dissatisfaction

Simanjuntak (2009, p.103) defines normative demands as the condition that workers' welfare will be fulfilled if workers get a decent income accompanied by social security, so that workers can meet the needs of life, increase work productivity and purchasing power of the community will also increase.

The influence of normative demands on workers' job dissatisfaction in this study is significant which can be seen in Table 4. The significance was seen from the correlation coefficient ( $r$ ) of 0.493 which lies at a fairly strong interval and the determination coefficient ( $R$  square) of 0.153. It means that there is a fairly strong linear relationship between the variables of normative demands with workers' job dissatisfaction. Normative demands give effect of 15.3% on workers' job dissatisfaction. While the remaining 84.7% is influenced by other variables that are not observed in this research. Besides, the constant value of workers' job dissatisfaction is 47.718; the variable of normative demands has negative influences on workers' job dissatisfaction variable of -0.240. Thus, if the level of normative demands is increased to a maximum, in this case the value is 1, the dissatisfaction of the labor will be reduced by 47.718.

The result of the research shows that if normative demands (city minimum wage, leave status, social security of labor and termination of employment) are not fulfilled by the employer, the worker's dissatisfaction (forms of workers' job dissatisfaction, problems that are the source of workers' job dissatisfaction, how to deliver workers' job dissatisfaction) will increase. The results of the study are in line with the results of Magdalena (2013) stating that if normative demands can be fulfilled it will contribute to the high job satisfaction.

### The Influence of Solidarity on Workers' Job Dissatisfaction

Salim (1991, p.1451) explains that solidarity is an attitude of solidarity, a sense of destiny and togetherness which is basically a spirit of caring someone, a group or society over the fate of others. Furthermore, Ratri (2008) explains that labor participation in fighting for their welfare should be done in various ways including demonstration, with solidarity factor among workers, in order to put pressure on policy makers regarding labor.

The influence of solidarity on workers' job dissatisfaction in this study indicates that the correlation coefficient ( $r$ ) or the level of closeness of the relationship between the variables of solidarity with worker dissatisfaction is 0.524. The  $r$  value of 0.524 lies at a strong interval (0.50 - 0.75). While the coefficient of determination ( $R$  square) of 0.280 means that there is a strong linear relationship between solidarity variables with workers' job dissatisfaction, meaning that solidarity gives 28% influence on workers' job dissatisfaction. While the rest 72% is the influence of other variables that is not observed. The constant value of the variable of workers' job dissatisfaction amounted to 41.214 meaning that if the solidarity of workers is stronger to the maximum in this case the value is 1, the employee's dissatisfaction will increase by 41.214.

Labor solidarity through the support of the strong trade union's role in fighting for labor rights can affect workers' job dissatisfaction. Therefore, companies should prioritize the welfare of workers and more concern on the factors or sources of problems that cause workers' dissatisfaction. One of the ways is by giving workers rights in accordance with collective labor agreements and ensuring workers can work quietly and focus on their work. This becomes important to reduce the feeling of dissatisfaction of labor because workers will calmly work if the rights are met.

The results are in line with the results of Paskov & Caroline Dewilde (2012) stating that solidarity is a willingness to contribute to the welfare of others. This is in accordan-

ce with Beal's research results et al. (2014) showing that solidarity is a togetherness in terms of getting something fairly. Ingham & Hilary Ingham (1998) in his research explains that since the 1980s, solidarity in Poland was more than just a union, but committed to economic and political reform. Furthermore, Kelly (2004) in his research explains that, to build a healthy global socioeconomic organization, it is needed a support that can direct the principle of solidarity and subsidiarity. Because according to the results of Jager's research, et al. (2013), solidarity experience is very important in supporting a career.

Thus, solidarity has a significant influence on workers' job dissatisfaction. If workers become more solid, they will be more daring to express their dissatisfaction in the form of protests.

### **The Influence of Normative Demands and Solidarity on Workers' Job Dissatisfaction**

The theory of Herzberg's dissatisfaction, 1966 (Teck Hong & Amna Waheed 2011) assumes two sets of needs, namely concerning satisfaction and job dissatisfaction. Job satisfaction is the primary motivator associated with self-employment. Dissatisfaction is concerned with satisfying members of the organization and keeping them in the organization and it is related to the environment.

The results showed that normative demands and solidarity together affect the worker's dissatisfaction and showed a positive relationship of the normative and solidarity variables to the dissatisfaction of labor. The value of correlation coefficient is 0.427 meaning that the correlation or the level of relationship between normative demands and workers' 'solidarity with workers' dissatisfaction is strong enough. Normative demands variable of -0.202 negatively affect the dissatisfaction of labor, if normative demands are fulfilled more, dissatisfaction will be reduced. The solidarity variable of 0.331 gives a positive influence on the dissatisfaction of labor. Therefore, if workers become more solid, they will be more daring

to express their dissatisfaction in the form of protests. The coefficient of determination (R square) is 0.380, meaning that normative demands and solidarity give 38% influence on workers' dissatisfaction, the remaining 62% is determined by other variables that are not observed. While the value of F arithmetic equals to 10.625 > from F table 3.0902 shows that together, variables of normative and solidarity demands have significant effect on variable of labor dissatisfaction.

Thus the results of the study show that normative demands and solidarity together affect workers' job dissatisfaction. This means that if the normative demands are perceived good by the company, it will lead to low dissatisfaction of labor. The results of research also states that solidarity affects the dissatisfaction of labor so that all things that affect the solidarity among workers must be met both from normative demands and other workers rights related to a sense of solidarity among workers.

Utilizing the Maslow Hierarchy of Needs approach (1943), the factors that can affect the motivation and productivity of workers are as follows: (1) physical needs (wages, homes, clothing); (2) the need for security (position, career certainty, clear working status); (3) the need for social/compassion relations (interpersonal relationships among colleagues, superiors and subordinates, and working climate); (4) the need for recognition/appreciation (corporate's appreciation for the individual for the performance, granting autonomy); (5) self-actualization needs (opportunities to develop creativity and self-realization/professionalism). Thus, if the basic/physical needs of the workers are still not fulfilled even from the standard of decent living needs both physically, non-physically and socially then the turmoil and conflicts in industrial relations will certainly still take place in the future.

The result of the research shows the indicator of city minimum wage on normative demands variable, the respondent assess the amount of wages received is still not in accordance with the provisions of the regional minimum wage set by the government.

In addition, the delay in wage payments and wage inequalities received with other workers are not in accordance with the prevailing policies. This is in line with Simamora's (1997, p. 139) opinion, if workers are not satisfied with their wages, they are likely to participate in unions for improving their living standards.

Labor participation in fighting for their welfare should be done in various ways including demonstrations, with solidarity among workers in order to put pressure on policy makers regarding labor. This is in line with Durkheim's (1893) thought that social solidarity is an inter-group relationship based on moral feelings and beliefs shared and reinforced by shared emotional experiences, that is, the incompatibility of wages given by the company, the right to leave, social security of labor and the policy of arbitrary termination of employment.

## CONCLUSION

Based on the discussion, it can be drawn the following conclusions: (1) normative demands have a strong influence, meaning that city minimum wages, workers' leave, workers' social security and dismissal policy is appropriate. Normative demands become benchmarks, if the normative demands are fulfilled by the company, it will reduce workers' job dissatisfaction. (2) solidarity has a strong influence, meaning caring, giving each other and willingness to sacrifice among the workers is good. (3) normative demands and solidarity have a strong influence on labor dissatisfaction. Normative demands which are good and in accordance with existing provisions in collective labor agreements and solidarity between workers will reduce the dissatisfaction of labor.

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