



## Analysis Related to Fairness in Doing Business by Lona Furniture Shop Owners Towards Their Employees

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### ABSTRACT

This study aims to analyze how the influence of a leader's justice in motivating and supporting employee performance at the Lona Furniture Store Medan MMTC. The research method used is a qualitative method or research that uses data sources from several previous studies. Data collection techniques used are observations, interviews, and documentation. Justice remains an important topic in the business world. Putting everything in its place or the harmony between the parts and putting everything in its place is an aspect of justice. A state of balance, impartiality or impartiality will result from justice. In accordance with the objectives outlined in the fifth principle of Pancasila, namely "Social Justice for All Indonesian People", justice will continue to be pursued. The definition of justice according to Celcus is "tribuere cuique suum" in English "to give everybody his own" or in Indonesian "to give to everyone he has". Justice is giving everyone what is due.

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## **INTRODUCTION**

Fairness remains an important topic in the business world. Putting everything in its place or harmony between parts and putting everything in its place is an aspect of justice. A state of balance, not one-sided or impartial will result from justice. In accordance with the goals outlined in the fifth precept of Pancasila, namely "Social Justice for All Indonesian People", justice will continue to be pursued. The definition of justice according to Celcus is "tribuere cuique suum" in English "to give everybody his own" or in Indonesian "to give to everyone he has". Justice is giving everyone what is due. (K. Bertens, 2000: 87). In Indonesia, most businesses are owned by the private sector, either as legal entities or by individuals. In carrying out its activities, this type of legal entity uses individual principles rather than the welfare of its members.

The activity of selling goods or services for profit or profit is carried out by individual owners of capital. As a result, transactions in business will be characterized by the exchange of money for other goods whose value is predetermined. The benefits derived from trading will build the owner's development. Under such circumstances, business would be unfair to customers, employees and society as a whole. According to (Redi Panuju 1995: 42) that business is an interaction that occurs due to needs that cannot be obtained by individuals; A. Sony Keraf (1998: 34) argues that business is like a gambling game, business is a form of competition that prioritizes personal interests, in a game full of competition, the rules used are different from the rules that exist in social life in general, then people obey the rules. morality will be at a disadvantage in the midst of fierce competition that justifies any means.

In society there is often an assumption that business has nothing to do with ethics or morality, Richard De Groge calls this view "the myth of amoral business" (K. Bartens, 2003: 376). Based on this erroneous view, business actors will justify various ways to gain profit, either through incorrect and irresponsible information or excessive promotion. In the business context, economic justice must be realized in society, but justice is a priority that must be owned by business people personally, business people do not only pay attention to economic values, but must give place to moral values, and one of the most important moral values is justice (K. Bertens, 200: 108). There will be a separation between producers and consumers as a result of business exchanges. Customers are in a weak position when it comes to price agreements, product quality they don't understand, and sales processes through salespeople, who often feel cheated by the salespeople's persuasion.

Various incidents of strikes or demonstrations by workers, which are often accompanied by acts of violence, show the injustice that workers feel about the policies implemented by company leaders and illustrate conflicts with employees and laborers. Today, internal company conflicts, which often involve pay, severance pay, dismissal, and discrimination against female employees, are becoming increasingly common. Cases of social disputes between businesses and communities (Rudito, 2007: 95), are also increasingly the subject of newspaper coverage, such as forest and environmental damage which has profound social impacts; As a result of oil palm plantations in the Buol area, as happened in the

3 km long tributary of the Buol river, residents who drink the river water get annoyed and kill fish and eels, which give off a pungent fishy smell. The Papuan people also feel injustice. By exploiting Indonesia's natural resources, PT Freeport Indonesia's presence does not contribute to local community development or increase public awareness of the dangers of mining for life and the environment.

The involvement of companies in business activities can undoubtedly make a significant contribution to the country's economic growth by producing the goods and services needed by society. These businesses often provide significant benefits to local people. On the other hand, businesses also have the potential to cause problems in various ways. For example, as previously mentioned, industry also contributes to the destruction of the environment and the way people live their lives. Issues related to fraud in business need to be considered by various groups, especially business visionaries. In order to have a positive impact on both society and the environment, achieving justice in business must be accompanied by increasing the capacity of entrepreneurs to respond to social conditions. The purpose of this paper is to provide an overview of how solutions to problems in a business are resolved so as to help businesses achieve justice.

## **THEORETICAL REVIEW**

In society there is often an assumption that business has nothing to do with ethics or morality, Richard De Groge calls this view "the myth of amoral business" (K. Bartens, 2003: 376). Based on this erroneous view, business actors will justify various ways to gain profit, either through incorrect and irresponsible information or excessive promotion. In the business context, economic justice must be realized in society, but justice is a priority that must be owned by business people personally, business people do not only pay attention to economic values, but must give place to moral values, and one of the most important moral values is justice (K. Bertens, 200: 108) .

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not contribute to local community development or increase public awareness of the dangers of mining for life and the environment.

## **METHODOLOGY**

Judging from the method of analysis, this research is classified as a qualitative research, namely research that uses data sources from several previous studies as well as the results of interviews and observations to find out how the influence of a leader's fairness in motivating and supporting employee performance at the Lona Furniture Store, Medan. The researcher took the research location at the Lona Furniture Store which is located on Jl. Fishing Complex MMTC Pasar V Medan. The time of the research was carried out in October 2022. Since the object under study is directly in the form of interviews, in the case of this study, the author carefully pays attention to all the contents of the questions and the relationship between the answers of the direct sources, be it words, gestures, as well as the terms used so that it is known how the sources as a leader in carrying out justice in business and influencing the performance of its employees.

## **RESULTS AND DISCUSSIONS**

Based on the results of observations that have been made, it was found that there is a positive influence between leader justice and job satisfaction and also the work ethic in the business towards consumers . It means justice which felt employee Lona Furniture Store belong ok . That justice felt employees, namely work schedules that are given fairly, awards received employee enough fair, leader try for listen all problem employees before making decision, all work decisions are implemented automatically consistent with all employees, the leadership treats employees well on moment make decision profession, leader give justice for work decisions made. Based on this, the leader should always be fair to employees in order to create a good working atmosphere, existence job satisfaction which height and employees have a commitment which high for company and himself alone. The more tall fairness of the shop owner to para his employees so will make level satisfaction work his employees tall. Results this in accordance with studies which done previously said fairness in business is not always focused on consumers and profits, but must have a positive influence on satisfaction work employees .

These results are in line with research conducted by Rokhman (2011) and Azarsetan et al. (2013) who argued that leadership has a positive effect on perceived distributive justice. The shop owner provides motivation to the workers which will affect the continuity of the business such as distributing fair work schedules, giving salaries according to the burden and responsibilities of workers, and rewarding workers who have high performance and succeed in selling furniture items beyond the target set. production has been determined. Connection Among Justice with job satisfaction according to previous research conducted Son (2014) say that justice influential positive and significant to job satisfaction . Likewise with the research conducted by Fatimal *et al* . (2011) said that justice has an effect positive and significant to satisfaction work.

Based on the results of interviews with several employees of this Lona Shop , it was also found the statement that the higher the level of justice makes the higher level commitment which owned by employee . Commitment which perceived by the Lona Furniture Store employees as good as can be seen from the employees don't want to move to another furniture store and even workers from this shop already have more workers in one shop. Also obtained a statement that an employee must always loyal to his job too feel very like for spent the rest of his career working in a store that has high principles of fairness and promotes good performance motivation .

Employees are loyal to work given because of the fairness and rewards that are felt by employees, employees are satisfied with the achievements obtained for their work because environment work which good and comfortable, connection between employee It has been well established due to the process of interaction and communication good between employee. Based on matter the for Upgrade connection collaboration among company employees can create and celebrate traditions - tradition company which make whole happy shop together with holding competitions - small competitions between targeting employees so that the atmosphere is more lively and more strengthen connection between employee The Lona Furniture Store.

## **CONCLUSIONS AND RECOMMENDATIONS**

Fair business is a form of business ethics. Ethics that asks, "How conditions of workers, how the goods are made, how the goods traded". Fair trade is also a 'consumer movement' because without consumers there will be no transactions. The role of consumers who are critical and concerned about the fate of workers, producers and the environment will encourage the realization of fair business. In the real world, a business that always talks about efficiency, speed, accuracy, simplicity, and the best, it seems that the ideal of a fair business will be in trouble. Ethical behavior and trust can affect company operations. The main key to business success is its reputation as a businessman who upholds the integrity and trust of others.

From the results and discussion above it is clear that the higher the level of fairness in a company, the higher the commitment of employees in the business store. The fairness that was done by the owner of the Lona Furniture Shop was quite good because it was seen from the commitment of the employees who felt comfortable and did not want to move to a furniture shop or other business. Even this business store has managed to have several branches and employees. Business justice must be properly maintained so that we do not lose true justice. If in terms of a day - the day we are used to applying good justice, we will get used to it or carry it over until we work later. Business justice is justice that has a lot to do with business activities.

## **FURTHER STUDY**

There will be a separation between producers and consumers as a result of business exchanges. Customers are in a weak position when it comes to price agreements, product quality they don't understand, and sales processes through salespeople, who often feel cheated by the salespeople's persuasion. Various

incidents of strikes or demonstrations by workers, which are often accompanied by acts of violence, show the injustice that workers feel about the policies implemented by company leaders and illustrate conflicts with employees and laborers. Today, internal company conflicts, which often involve pay, severance pay, dismissal, and discrimination against female employees, are becoming increasingly common.

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