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## **Marx's Philosophy of Capitalist System: Labor Responsibility and Social Responsibility in Industrial Company**

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### **Abstract**

This study analyzes the existence of a capitalist system in industrial companies in Malang, Indonesia. This research uses a qualitative approach with a case study type. The study consisted of primary and secondary data. Observations and interviews are primary data, while journal and book research results are secondary data. The subject determination technique uses purposive sampling, and the data analysis technique uses the Miles and Huberman model (data collection, data reduction, data presentation, and conclusion drawn). Data validity technique with source triangulation resources. The theoretical analysis implements Karl Marx's theory of class, human beings, and surplus values, concluding with an inductive or generalizing pattern. The results of the study stated that capitalism in industrial companies in Malang, Indonesia, was caused by the implementation of labor and corporate social responsibilities similar to the slavery system. Such as wages that are not by the minimum wage, BPJS charged to workers, BPJS workers must work for at least 2 years, and health insurance that only applies to "slave" submissive workers.

**Keywords:** Marxist, Capitalism System, Labor Responsibility, Social Responsibility, Industrial Company.

## Introduction

Slavery is something that Indonesia's national government prohibits from the international community. Slavery in Indonesia has been prohibited since the enactment of law number 13 of 2003 concerning Manpower, which is currently the Job Creation Law. At the international level, slavery is also prohibited based on the provisions of the ILO (International Labor Organization), which was later ratified by several countries in the world, one of which is Indonesia. Slavery indicates the existence of a capitalist system in the labor sector. Based on its definition, a system can be interpreted as an aspect that can contribute between one element and another (Hartono, 2020).

In the capitalist system itself, such a concept is an economic circle as an effort to create exchange value to collect and collect profits from capital owners in production (Uzzi et al., 2024). Capitalism is believed to be a model that is constructed to escalate profits at the national and even international levels (Schumpeter, 2017). According to Robert E. Lerner's view, the high evolution of the modern industrial sector will be able to influence capitalism and mercantilism (Kristeva, 2015). Thus, capital owners in the capitalist system will actualize the international trade model related to procedures that have the potential to be carried out to obtain profits (Bryson et al., 2016).

The capitalist system's development went hand in hand with the 17th century at the time of the United Kingdom Revolution. In this case, capitalism is identified as a form of the rise of the bourgeoisie. It was these bourgeois classes that could coordinate the French Revolution. This class is understood as a class that can reason during enlightenment. The rational viewpoint of the Enlightenment inspires the bourgeoisie. Therefore, the bourgeoisie considers the challenge in the progress and development of a country to be nobility (Ghosh, 2009). The background of the French Revolution was initiated by bourgeois classes that had power against the nobility as an attempt to defend their privileges (O'Keefe et al., 2015). In the face of the previous regime, this bourgeoisie considered itself to be a group believed to be able to realize the reformist goals of mankind in the time of enlightenment. However, in the social and economic aspects, it is impossible to describe the reformist mentality of the bourgeoisie (Perry, 2014).

The design of capitalism today differs from the concept described by Karl

Marx in the 19th century. The birth of capitalism was motivated by the struggle between the economic system and private rights or means of production (Deakin et al., 2017). To obtain high profits, the capitalists tend to coordinate the organization of the class of capabilities or the companies occupied by the bourgeoisie. Production aspects in the organization are essential to maintaining the economic cycle (Murphy, 2015). Thus, the organization's leadership is occupied by the capitalist classes who used to be the heads of companies (Hatta, 2015).

Fundamentally, capitalists carry out cooperative relationships to obtain as much profit as possible, such as the relationship between capitalists in an industry and workers or laborers. In this case, workers or laborers work in industrial companies. Capitalist on economic theory, Adam Smith states that the economic aspect of the relationship between capital owners and workers cannot and should not be intervened by the government at all (Zainol Hasan & Mahyudi, 2020).

Based on this background, this study seeks to analyze the existence of the capitalist system in industrial companies in Malang, Indonesia. This is done by identifying the relationship between labor responsibility and the social responsibility of industrial enterprises. This research is essential, considering that no research specifically examines the relationship between labor responsibility and social responsibility using the analysis of Marxist theory, especially in its propositions (class, human nature, and surplus value).

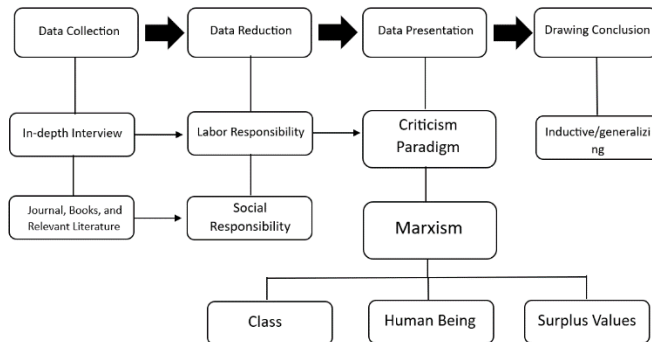
## **Methodology**

This research uses a qualitative approach with the type of case study. The case studies can be interpreted as research that specifically researches various types of cases that are a problem (Samsu, 2017). The data in this study consists of primary data and secondary data. The primary data of the research contains (interviews), while the secondary data of the research contains (journals, books, and various literature). The technique for determining the subject of this study uses purposive sampling by selecting informants based on specific criteria. In this case, the main informant in the study was the owner of an industrial company in Malang City, East Java, Indonesia. The data analysis technique uses the Miles and Huberman model, including data collection, reduction, presentation, and conclusion. The data validity technique uses triangulation; in this case, the researcher

implements source triangulation while the source is a company worker— conclusion-drawing techniques using inductive patterns or generalizations.

**Figure 1.**

**Research Outline**



*Source: Processed by the author, 2024*

In the initial stage, researchers will collect data through interviews with key informants about several industrial company systems. In addition, the researcher also collects data from journals, books, and various literature related to the formulation of the problem to be answered in the research. The data that has been collected will be reduced, which is carried out by classifying the focus on the formulation of the problem in the study, namely (labor responsibility and social responsibility). The data that has been reduced will be presented through a critical paradigm analysis of Marxism's views by containing three analytical tools or propositions, namely (class, human nature, and surplus values). Then, in the last stage, the data that has been analyzed will be concluded with an inductive pattern or generalization.

**Labor Responsibility in Industrial Company**

The capitalist system's fundamental element of the production process is the worker. This is based on the fact that the activities carried out by workers can determine the productivity of industrial companies. On the other hand, workers must have enthusiasm, quality, and persistence in the

production process. However, the company should also formulate organizing and harmonizing between the company and workers. This concept is called labor or industrial relations (Vika Widyastuti et al., 2019). Relationships are a mechanism for interacting with each other. This relationship is different to create a reciprocal relationship between the two parties. The equivalence formed will increase the potential for the principle of justice.

The relationship between these two parties is called industrial relations in the industrial sector. Although not only two parties, they can also create a three-party relationship. A bipartisan or bipartite industrial relationship can be interpreted as a relationship carried out by the company with workers. Meanwhile, the relationship between the three parties can be interpreted as a relationship carried out by companies, workers, and the government. Industrial relations is a model in dispute resolution that is likely to occur between companies and workers (bipartite), which tends to be carried out through non-litigation. Meanwhile, the settlement of tripartite disputes tends to be done through litigation. The complexity of the definition of industrial relations is very high. Thus, industrial relations require contributions from all interested parties in the industrial sector. It is between workers, the government, companies, labor unions, and employers' organizations. Thus, industrial relations can be identified based on various kinds of prep chefs in their implementation (Sundari, 2019).

The complexity of industrial relations can be identified more deeply in its provisions, which are not only regulated in the law on employment but also related to all mechanisms for the production of goods and services (Heryanto, 2021). This kind of concept is called industrial relations. Positive points on good industrial relations will help the Company obtain smooth production mechanisms. This happens when the Company can create good relationships with workers (Sunija et al., 2019).

In the employment system in Indonesia, the concept of industrial relations, both bipartite and tripartite, is very contributing and necessary. This is oriented as a strategic step to defend the rights of workers who have the potential to be discriminated against by companies. So, labor provisions in the labor law in Indonesia must be implemented in a way relevant to the development of the times and the dynamics of employment in the industrial sector (Iswadi & Haerani, 2020). Thus, effective relations in the industry will be created when workers, companies, and the government carry out their respective duties and authorities (Suherman, 2019).

Following the provisions of the applicable law, a workforce can be defined as a person who does work. Workers have a purpose in generating wages from capital owners. The owner of capital is the employer and wage giver to the worker or laborer. However, the dynamics of the relationship between workers and capital owners or industrial relations always contain classic problems in labor relations. This problem concerns workers' rights, which tend to be ignored by capital owners or companies. Workers' rights are granted and protected by the state nationally (law) and internationally (convention). Thus, the protection of workers' rights is a guide for capital owners or companies to create justice and welfare for workers (Agusmidah, 2010).

To create harmony through the essence of industrial relations, the company prioritizes the principle of "Work means gathering," which is solely to create a harmonious and peace-oriented relationship of corporate interaction. Some other companies may have hierarchies in the corporate bureaucracy, but industrial companies negate this. Even company owners provide time to guide or discuss the context of life with workers. Moreover, it has been running regularly for many years according to the needs of workers. The company considers that if there are other problems in life outside the context of work, it will interfere with the performance of workers in carrying out work activities as workers. As a result, workers consider work not just to work but also to family. Industrial companies implement an open management system. Each division consistently consolidates the management and owners of the company with representatives of each sector.

This, of course, talks about each division's programs (work programs) and the problems they face. In addition to consolidating with the management and company owners, each division always holds meetings with division staff members so that every aspiration and problem will be adequately conveyed to the management and company owners. Communication carried out by companies to workers certainly has a specific mechanism, but the bureaucratic mechanism is only a formality. However, practically, the boss can access the subordinate directly, and the subordinate can access the subordinate directly. Employment relations include the company's responsibility to create prosperity and welfare for workers' rights. The following are forms of employment responsibility;

**Table 1.****Industrial Companies Labor Responsibility**

<b>No</b>	<b>Criteria</b>	<b>Description</b>
1	Wages Guarantee	Companies Pay workers salaries according to individual specifications or worker quality. Workers with good quality will be paid a large salary, but if the quality of workers is poor, they will be paid low. However, all of these provisions are measured from a subjective point of view, and the salary they receive for both high-quality and low-quality workers is no more than the minimum wage.
2	Health Insurance	The company has carried out several programs based on health aspects, one of which is BPJS. Because of the frequency of workers entering and exiting, the company's BPJS program can be carried out if the worker has signed a contract with the company and worked there for 2 years.
3	Occupational Safety	The company has provided rules within the company; the essence of these rules was created solely to minimize the level of work accidents that have the potential to occur to workers, starting from wearing masks (during the COVID-19 pandemic), wearing shoes, plastic cups, etc. The company claims that in a work accident, it will be handled by (doctors) and hospitals. To minimize work accidents, the regulations regarding work discipline are stringent.
4	AOC (Agent of Change)	Programs that companies carry out for workers.

*Source: Author Interview, 2024*

Industrial companies implement the AOC (Agent of Change) program. People in the realm of AOC are workers who are chosen as motoring to maintain worker discipline. AOC is organized in a program of funds that can be donated to corporate social assistance to workers. In addition, AOC also accommodates the needs of workers and people who need social assistance.

### **Social Responsibility in Industrial Companies**

Social responsibility is a form of decision-making by industrial companies based on ethical principles, legal principles, humanity, and the surrounding environment. Social responsibility is based on the company's responsibility to workers and the environment. Social responsibility tries to provide a form of commitment and consistency for the company in trying to escalate the community as a whole. The idea of social responsibility was created when the founder of U.S. Steel, Andrew Carnegie in the United States, published "The Gospel of Wealth" in the 1900s. This book explains that there are at least two aspects of corporate responsibility, namely (charity and taking care of other people's property) (Rachmawati, Zaenuddin, & Irfan, 2015).

The social responsibility model was created as a follow-up to the economic and environmental sustainability model initiated in 2002 in Johannesburg. One of the main aspects that initiated the model is that the previous model was inefficient and did not succeed in shaping welfare, so it requires a balance of welfare for the northern and southern states. Based on these conditions, a vision and mission that is aligned with the world order that increasingly refers to liberalization, then a concept is formed in order to realize human sustainability and welfare through social responsibility (Nandemar & Amiruddin, 2020).



**Table 2.**  
**Social Responsibility Programs**

No	Criteria	Description
1	Cash assistance	Cash assistance is provided based on the community's age criteria, which is between 50 and 60.
2	Basic food assistance	Basic food assistance is provided based on the community's age criteria, which is between 50 and 60.
3	Development assistance	Development assistance is carried out at mosques or Islamic boarding schools that provide proposals to industrial companies.

*Source: Author Interview, 2024*

The commitment of industrial companies is always to help and provide social assistance to the surrounding community suffering from misfortune. In addition, the program that industrial companies, namely companies, are carrying out seeks to sort workers aged 50-60 years to be given social assistance in the form of cash and free essential food assistance. The company makes an open donation, which is taken from some of the money returned from consumers and allocated for social assistance. Their assistance has been aimed at constructing mosques and Islamic boarding schools because the company accommodates the proposals submitted to the company.

Elkington (1997) gives the view that the concept of ideology in the business sector emphasizes its activities on the search for profit, forming "locust corporations" and "caterpillar corporations" on a large scale. This activity is carried out through environmental and social exploitation, negatively impacting the community. This view is based on the fact that many industrial companies are reluctant to organize the corporate social environment. Thus, the sustainability of the Company depends on the actions taken by industrial companies. Elkington (1997) also, industrial companies' sustainability can occur when the Company actualizes the concepts of "honeybee corporation" and "butterfly corporation." Both

types of corporate concepts can create a regenerative cycle of industrial enterprises.

### **Marxist Analysis of the Labor Responsibility and Social Responsibility in Industrial Company**

Marx's initial foundation in analyzing capitalism departed from Hegel's thinking about dialectic. Definitively, Hegel's dialectic is a concept that emphasizes ideas or thoughts that are oriented to construct reality through dialectical methodology. This dialectical method contains several components, namely thesis, antithesis, synthesis (Vidal, 2015). The construction of reality tends to raise values that have contradictory properties. The contradictory nature of this dialectical philosophy is a form of development that creates a rational understanding (synthesis). The development of this philosophy is then encouraged by the use of dialectical methods as an effort to come up with solutions based on the reality that is happening or developing (Ritzer, 2019). Human intuition is a scientific procedure that is in line with other realities. Human intuition can be actualized to make it a scientific study. Based on the dialectical method, it is estimated to be able to form the meaning, flow, and determination of human history. Marx's ideas have their relevance to the view of evolution, but the difference lies in Hegel's use of the "Hegelian Dialectical" method (Jary & Jary, 1991).

Marx used dialectical methods from the historical point of view to create a selective perspective. It was based on Hegel's concept of dialectic, which was not fully aligned with Marx. Marx created the dialectical concept by degrading the idealistic side of Hegel and adding it to the concept of Feuerbach's materialism (Suseno, 1999). Thus, Marx's ideas internalized the methods of dialectic, materialism, and History. Contrary to the views of Hegel and Feuerbach (Sztompka, 2014). It is on this concept that Marx initiated historical dialectical materialism.

Marx and Feuerbach's concepts tend not to base their ideas on abstract components (idealism), as with Hegel. Marx and Feuerbach, in this case, formed the idea of an empiricist nature. The difference between the two is that Marx views human beings as having a nature that is always total in social relations. Meanwhile, Feuerbach gave an insight into the essence of human beings and religion. Marx's perspective is fundamentally similar to

Hegel's, but Marx is more empirical rather than fixated on idealism. Dialectic is a concept of ideas, so it must be redefined empirically. It refers to the entity of ideas that emerge in response to the social conditions of the community. Thus, what can show the existence of human beings is social reality, not human consciousness.

The contradiction of Marx's thinking about Hegel is that Marx tries to reject the statement that man is identified as a natural being contained in a natural object (Lavine, 2002). Marx's thought emphasizes the material element as a fundamental aspect. Human behavior is known to refer to the material aspect because ideas are part of matter (sub-matter) (Bridge, 2019). Then, in his view of historical dialectical materialism, Marx distinguished between dialectical materialism and historical materialism. This difference lies in the conception of dialectical materialism, which is more oriented towards things (matter) as a main aspect of human life. Historical materialism refers to the perception of historical conditions dragging the economic aspects of economic evolution from time to time. Moreover, this classification gives a sign that Marx is very opposed to the philosophy of idealism (Martono, 2014).

Fundamentally, society is classified into two types: (bourgeois) capital owners and (proletarian) workers. The owner of capital, in this case, is identified as a person who can have power over the means of production. The proletariat itself is the means of production used by the bourgeoisie (Guo, 2019). The contribution between these two types is different; the bourgeoisie is oriented towards personal gain in running the economy, so it tends to use a system of production capitalism. In addition, the interests of labor workers are only to work as slaves to the owners of capital. Which has the potential to be shifted with the engine (Fadillah, 2023).

The conditions of the Industrial Revolution created a stratification of social classes. This stratification is divided into two, namely, the bourgeois and proletarian classes (Nuraeni et al., 2021). The proletariat is a form of collective working class or workers. In labor relations, the proletariat plays a role by using only non-profit power. The proletariat only experienced a miserable life, injustice, and unprosperous. So that the proletariat is a group of people who experience oppression (Hartutik & Asnawi, 2014). Meanwhile, the bourgeoisie is a group of class owners of capital who own companies. The bourgeoisie plays a role in controlling the proletariat to

profit as much as possible from the work activities carried out by the proletariat. Thus, the proletariat becomes only a tool for the bourgeoisie (Achmad, 2020).

**Table 3.**

**Marxist Analysis in Class, Human Beings, and Surplus Values**

No	Criteria	Description
1	Class	Industrial enterprises (capitalists), company owners (bourgeoisie), and workers/laborers (proletariat). This classification between workers and companies/owners of capital provides an overview of a model of division of roles that eliminates human nature. This condition alienates workers (Barbera, 2010; Marandika, 2018).
2	Human Being	Human beings' basic nature is work. The relationship between companies and workers in industrial companies is based on a labor agreement. However, the wages the company gives workers are not the minimum wage.
3	Surplus Values	The company has not been able to meet the salary standards set by the government, which is based on the minimum wage. In addition, the BPJS (Social Security Organizing Agency) program is also not optimal; workers registered in the BPJS program are workers who have worked for 2 years. Moreover, BPJS contribution funds are charged to workers with a salary deduction mechanism. The company should be able to accommodate the BPJS contribution funds charged to the workers. The capitalist economic system can create a dependence on workers to do work even

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though the value of the wages provided by the company does not match the benefits they provide to the company. In addition, the BPJS program or guarantee Health is only carried out by the company to workers who obey "slaves", so it does not apply to all workers. The company can organize and even control the entire production mechanism, thus making workers a tool to get great profits (Mulyanto, 2012 dalam Marandika, 2018).

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*Source: Processed by the Author, 2024*

Along with industrial technology development, employment is not accompanied by humanitarian principles. This contains several components of the value of welfare and justice for workers. It implicitly gives a related description of the existence of the proletariat, which tends to be hegemonized by the selfish nature of the bourgeoisie (Aliano et al., 2022). Exploitative and dominant ways actualize the selfish nature of industrial enterprises in the order of the capitalist economic system, which is then carried out by force. However, these methods are not done explicitly. Industrial companies will create a system that requires workers to work to meet the company's needs as much as possible. So, the capitalist economic system is actualized through exploitation and domination (Ellerman, 2010).

Exploitation is included in the capitalist economic system, and the workers are exploited. Workers have free working contact with capital owners. However, the employment contract has requirements submitted by the capital owner. Workers are unemployed and cannot produce their own needs. So that with a sense of compulsion, the workers will accept the offers submitted by the capital owners. "If a worker does not want to do work with the wages offered by the capitalists, then someone else will fill the vacancy." Companies pay workers less than what they get. Thus, the capitalists use profits for personal consumption (Goodman, 2014).

Companies' implementation of exploitation and domination in running the capitalist economic system is impersonal and objective. Thus, this model of forced labor cannot be identified by workers. It is not identified as a

form of violence but as a demand of workers to meet their living needs as well as the company's profits. This condition then creates a surplus of value. The company will provide wages or rewards that are not relevant to the work done by workers in the production process (Goodman, 2014).

## **Conclusion**

Based on the results and analysis above, the researcher concluded that in industrial companies in Malang, Indonesia, the company's employment responsibility is actualized through three aspects, namely (Wages Guarantee), which is carried out through the identification of worker quality, the company pays workers' wages according to individual specifications or worker quality. Workers with good quality will be paid a large salary, but if the quality of workers is poor, they will be paid a low salary (Health Insurance), which is actualized through the BPJS program. The company registers BPJS workers when the worker has signed a contract with the company and worked there for 2 years (Occupational Safety) carried out by the company through the treatment of doctors and hospitals, and AOC (Agent of Change), a financial assistance program to workers. The company's social responsibility is carried out with cash assistance programs, essential food assistance, and development assistance for the community.

Based on Marxist analysis, the existence of the capitalist system is still implemented in running the wheels of industrial companies in Malang, Indonesia. This capitalist system can be identified based on the relationship of labor responsibility and corporate social responsibility to workers and society. Through class analysis, the relationship between capital owners and workers provides an overview of the role division model that eliminates human nature. In human nature the basic nature of human beings is work. The relationship between companies and workers in industrial companies is based on labor agreements. However, the wages companies give workers are not the minimum wage. Thus, creating a surplus of value, BPJS is charged to workers through a salary deduction mechanism, and health insurance is only given to workers who obey "slaves" to capital owners. So, it does not apply comprehensively. However, to close it all, the company provides several assistance programs to workers and the community as a form of corporate image. This will create false intelligence for workers.

The researcher advised that companies must provide guarantees that are workers' rights through the provisions of applicable national laws and ILO conventions to create justice and welfare for workers and not create new capitalism in the industrial economic system in Indonesia. The researcher provided suggestions for other researchers to research the effectiveness of implementing and formulating new legal provisions that can provide guaranteed rights to realize justice and worker welfare.

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