

ANALYSIS OF KARL MARX'S THOUGHT IN "VALUE, PRICE AND PROFIT" ON THOMAS KUHN'S SCIENTIFIC PARADIGM AND UMAR BIN KHATTAB'S FIQH OF ECONOMIC

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| Article Info | Abstract |
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| <p>Article History</p> <p>Received: 26 September 2021</p> <p>Accepted: 02 November 2021</p> <p>Published: 31 December 2021</p> | <p><i>This study examined the relationship between Karl Marx's thought and the concept of Thomas Kuhn's paradigm. The thought of Karl Marx employed in this article is a copy of Karl Marx's speech entitled "value, price and profit". The Karl Marx's thought was analyzed using the four phases of science development from Thomas Kuhn. Furthermore, the thought of Karl Marx was also reviewed in terms of Islamic Economics, particularly Umar bin Khattab's Fiqh of Economic. The methodology used in this research is a literature review with various references related to the issues raised. The results of the analysis present that Karl Marx's thought contained in the speech "value, price and profit" fulfill the four phases of science development from Thomas Kuhn. The thought of Karl Marx also possesses some similarities with the concept of distribution of Umar bin Khattab.</i></p> <p>Keywords: Karl Marx, Thomas Kuhn, Umar bin Khattab, value of labor, distribution</p> |

INTRODUCTION

Discussions about the economy are always interesting to be studied. The dynamics are related to human efforts always evolving to find solutions in economic improvement (Hasanah, 2020). Moreover, since Thomas Piketty published the book "Capital in the Twenty-First Century", the topic of inequality has become an interesting study both theoretically and politically (Herr, 2019). There is a consensus that inequalities in the distribution of income and wealth have increased substantially over the last few decades in both developed and developing countries. Karl Marx is a scientist having a concern for this. The exploitation of labor is the cause of the emergence of inequality which is a characteristic of capitalism.

Karl Marx's work "Das Kapital" was compiled through understanding the philosophy of social justice by taking the phenomenon of injustice in the economy (Farihah, 2015). However, several years before the publication of "capital volume 1" Karl Marx first gave a speech to the first

International Workers' Association in June 1865. This can be seen in a copy of the speech entitled "value, price and profit". The conditions at that time were rampant strikes and demands for an increase in labor wages (Marx, 1898).

One of the points that Karl Marx paid attention to in his "value, price and profit" speech was about the value of labor. According to Karl Marx, labor is in the form of workers who need a certain amount for the necessities of life for themselves and their families (Engels, 2007). The phenomenon of the humanity decline, especially for workers, is illustrated in the concept of work alienation. The concept emerged based on the phenomenon of the workers' suffering in Europe (Hendrawan, 2017). The thought of Karl Marx, based on human problems, is interesting to study, especially in the scientific paradigm. Karl Marx's attention to workers is interesting to study based on Umar bin Khattab's thoughts because Umar also showed the same concern through the concept of distribution.

Research that examines the thought of Karl Marx in the context of the scientific paradigm has not been done much. This needs to be done to find out the flow of the emergence of his concept of thought. Through an analysis of the scientific paradigm, it will determine his thought basic concept. This research is also reviewed from the thoughts of Umar bin Khattab, especially those related to the concept of distribution. Both of these ideas have some similarities in the concept of labor. Through these two analytical points of view, this research is expected to be able to explain the basic concepts of a thought and its comparison with other thoughts. Through this research, the development of science, especially the concept of labor is more focused. This research is proposed to academics of Islamic economics in building and strengthening the concept of Islamic economics. In addition, this study aims to enrich the study of Islamic economics, especially the thoughts of previous figures and their differences with other economic figures.

LITERATURE REVIEW

Karl Marx's Thought of Value, Price and Profit

Karl Marx's thoughts on value, price and profit were presented by Marx in a speech to the first International Workers' Association in June 1865 (Marx, 1898). The conditions behind Karl Marx's thought were strikes and demands for wage increases. The speech began by criticizing Weston's thoughts. In a transcript of this speech is divided into fourteen chapters. The first few chapters begin by criticizing Weston's thinking. Then, Karl Marx presented his views on value, price, and profit

There are several Weston thoughts criticized by Karl Marx. In the first chapter on production and wages, Weston's thought is based on two premises, *first*, the quantity of national

production is a constant, a constant quantity, as mathematicians' view. *Second*, the amount of real wages, measured by the amount of merchandise they can buy, is a fixed amount. Based on this premise, several Weston ideas were born. He argues that as a result of rising money wages, it will require a lot of currency to pay these wages.

In the chapter on supply and demand, Weston re-presents his old thoughts in a new form. It is based on the Latin proverb "*repetito est mater studiorum*" implies that repetition is the mother of study. Therefore, Weston argues that an increase in wages will have an impact on reducing capital and so on. According to Weston, wages are a determining factor in commodity prices. The magnitude of the effect of wages according to Weston and to strengthen his assumption, Weston asked a supposition about the difficulties that would occur if wages increased from nine shillings to eighteen shillings. This will have an impact on a significant increase in demand for goods and the consequences of a worrying price increase.

Weston's thinking was unpopular among workers due to differences in views between the two parties. This led to strikes and demands for higher wages. Karl Marx gave a response to the ideas conveyed by Weston. Regarding the two premises underlying Weston's thinking, the first premise of Karl Marx argues that these premises are false. The number of national products is not a fixed thing. Every year, the value and amount of production, the productive labor has increased. Likewise, the amount of money needed for production is increasing. In connection with the second premise, Karl Marx questioned the opinion about the certainty of fixed wages. Karl Marx illustrates that if an absolute limit is set on the number eight, then if the profit is six and the wages of two may be increased to six for wages and two for profits with a fixed amount of eight. Through this illustration, a fixed amount of production cannot reflect a fixed amount of wages.

The response given by Karl Mark regarding the assumption of difficulties that arise if there is a significant wages increase is responded through case studies occurred in England in 1849-1859. During this period, there was a significant wage increase, even reaching 40 percent due to the enactment of the Ten Hours Bill. This condition is predicted to cause industrial deaths in the UK. If using Weston's concept, of course the wages increase will cause commodity prices increase. However, the fact reveals that during this period the price of wheat, the main agricultural product in the UK, decreased by more than 16 per cent along with a 40 per cent wages increase.

Weston re-issued his old opinion in a new form. According to him, if there is an increase in wages, more currency will be needed to pay the wages. This is again criticized by Karl Marx by looking at what happened in England, Germany, Italy, Switzerland and France. Karl Marx saw that the payment system in England was far more perfect than in other European countries. This is supported by a well-running banking system so that there is less money in circulation. Meanwhile

in Germany, Italy, Switzerland, and France, the wage rate is lower than in the UK. However, much more money is needed. It can be seen that low wages require a larger currency than high wages. Karl Marx also criticized Weston's assumption about the value of currency is fixed. Karl Marx compared 1842 with 1862. In 1862 there was an increase in the amount of merchandise in circulation. However, the capital paid in the regular transactions of shares, loans and others for the railways in England and Wales amounted to only 320 million pounds. This number would seem large in 1842 when the aggregate number of currencies was almost the same. This condition indicates a progressive decline in the currency.

Weston's opinion was again broken by Karl Marx through direct observations in the field. Weston said that commodity prices are determined by wages. If wages rise, commodity prices will rise. Karl Marx said that factory operators, miners, shipbuilders in England, whose labor was relatively expensive, sold these commodities at low prices. Meanwhile, British farm laborers, whose labor is cheap, the resulting products are sold at low prices despite the scarcity of products. This, according to Karl Marx, proves that the price of commodities is not regulated by the price of labor.

The phenomenon issued in British industry with a capitalist background triggered a response from Karl Marx and his workers. Karl Marx argues that the practiced capitalist system will erode the workers' rights. In chapter 13, Karl Marx argues that time is a space for human development. The capitalist system does not only limit workers' wage rights, it also limits workers' rights related to time. If all the workers' rights have been taken away by the capitalist system then it is no different from an animal. This is the basis for Karl Marx's opinion regarding the value of labor.

Karl Marx emphasizes on the importance of work for a person. By working, a person has a place to reflect on his abilities. The concept of work according to Karl Marx must be in line with nature, because work is a process of connecting humans with nature. A person through his actions can regulate and control nature as a necessity (Marx, 1887). According to Karl Marx, the value of labor is determined like the value of any other commodity, namely the labor time required for production. Meanwhile, labor is defined as an ability for living humans. The labor time required to produce labor is equal to the time required for the production of the life necessities. Thus, the value of labor is the value of the necessities of life needed to produce the owner's goods.

This concept of the value of labor was emphasized by Karl Marx. With this value, the workers' rights suppressed by the capitalists will return. Based on this concept, it will bring out the value contained in the commodities that are necessary for the survival of workers. These values include physiological living expenses, labor reproduction costs, child rearing costs as a substitute for new labor, education costs, and training costs. Although Karl Marx and the capitalists have the

same concept of the assumption that labor can be traded. However, Karl Marx disagreed with the surplus value of labor. This positions the workforce as workers who are not entitled to obtain the commodities resulting from their work. Karl Marx called this as labor exploitation.

The Thomas S. Kuhn's Science Paradigm

History has a relationship with science in the future. Quoting the concept of the role of history from Kuhn, history is a collection of chronology producing transformations that determine the image of science in the future (Kuhn, 1970). However, the existing works have persuasive and pedagogical purposes. Even Kuhn likens the concept to a picture of national culture taken from a tourist brochure. Historians have a major task in the development of science. First, determine the point in time from which every scientific fact, law, and contemporary theory is discovered. Second, explaining a collection of myths and superstition errors. This second task is the greatest challenge for historians

Challenges in the development of science resulted in a historiographical revolution, although it is still in its infancy. In exploring science, historians ask new questions and explore different paths of development of science. For example, historians do not explore the relationship between Galileo's views and modern science, but explore the relationship between his views and the views of his teachers, contemporaries, and direct successors. In addition, it also explores opinions between groups with different points of view. This provides an opportunity for the emergence of new perspectives in science in the concept of Kuhn who argues that in the early stages of the development of science will be marked by continuous competition among theories.

Thomas Kuhn's conceptual points are taken from McLeod (2020). Thomas Kuhn argues that science does not progress gradually towards truth. The concept of "development-by-accumulation" is what Thomas Kuhn criticized. According to him, when the existing theory can no longer explain a new phenomenon, then a new theory emerges to answer new phenomena that occur in society. In other words, science has a constant paradigm before experiencing a shift. This concept according to Thomas Kuhn is called the scientific revolution. This occurs when the new paradigm is able to explain a phenomenon better and offer a more realistic model. In addition, the new paradigm that is not commensurate with the old paradigm also triggers the emergence of a scientific revolution.

Thomas Kuhn argues that the history of science is characterized by revolution in paradigm. A paradigm is a universally recognized scientific achievement that temporarily provides a practical solution. Thomas Kuhn defines the phases of the development of science.

The first phase is the pre-science phase. In this phase there are several indicators, including:

1. The pre-paradigm stage refers to the period before scientific consensus is reached

2. Irregular and varied activities.
3. Debate between thoughts.
4. Many theories.
5. There is no generally accepted basis for observation. Conflicting theories are formed by direct observation dependent on their own theories.

The second phase is the normal science phase. Normal science is the scientists' activity spending most of the time defending their assumptions. In this phase, community support is important to maintain the assumptions built. Moreover, scientists are willing to spend more in this case. This phase consists of several indicators, including:

1. Paradigms are formed as the basis for thinking.
2. Paradigm is the basis for research
3. Thoughts rejecting solutions are considered anomalous
4. Anomalies are tolerated and do not cause rejection of the theory, because scientists believe these anomalies can be explained over time
5. Scientists spend a lot of time to fight arising anomalies
6. It is necessary for normal science to be critical.

The third phase is the crisis phase. This phase consists of several indicators, including:

1. There is a paradigm shift
2. Anomalies become a serious threat.
3. The rules for applying the paradigm become looser.
4. The emergence of "extraordinary science" is the emergence of competing theories
5. If the anomaly can be overcome, then the crisis is over and science is back to normal. If not, then there is a scientific revolution.

The fourth phase is the revolution phase. This phase possesses several indicators:

1. The formation of a new paradigm, but not the result of a logical justification.
2. The reason for choosing a paradigm is largely due to psychological and sociological factors.
3. The new paradigm explains more about the existing phenomena and the models built are closer to the goals to be achieved.
4. Different paradigms are considered incomparable; the new paradigm cannot be proven or disproved by the rules of the old paradigm and vice versa.
5. There is no measure or scale to rank the different paradigms.

Thomas Kuhn argues that scientific revolutions shifting old paradigms do not merely bring closer to the truth about this world. The new theory becomes a better instrument for providing solutions to new phenomena

Distribution Politics of Umar bin Khattab

The politics of distribution, according to Umar bin Khattab, is discussed in article three entitled "distribution" (Al-Haritsi, 2006). This article consists of several things, encompassing the meaning of distribution and its purpose, distribution politics, gifts distribution politics, and social security. The discussion of distribution politics is divided into three parts; ownership management, income distribution, and income distribution return. These three things are needed so that distribution politics can be carried out thoroughly and be able to realize the goals set. In this study will discuss one of three parts; income distribution. This is because in Karl Marx's speech, he responded to the phenomenon motivated by the erosion of workers' rights by the capitalist system.

Islam has great attention to the income distribution. In this context, it is explained that income distribution is a division based on duties and responsibilities. The distribution of the elements of production is carried out fairly. The production elements in Umar bin Khattab's Economic Fiqh are explained in Chapter one of the economics basics, Article one, entitled production. The elements of production are work, management, land, and capital.

One of the important points that Islam pays attention to in income distribution is the prohibition against violating the rights of others and not fulfilling the workers' wages. This can be seen through the hadith qudsi in Bukhari number 2270 which states:

"Allah the Exalted said, There are three people I will be against them; the person who swears at me and then he cheats, the person who sells the free person and eats the produce, and the person who employs other people and the worker does it, and he does not pay him"

Umar bin Khattab's concern about the others' rights is seen in a narration when Umar bin Khattab spoke to his governors. Umar bin Khattab said,

"Do not hit the Muslims, because that means you insult them, and do not hold them back from returning to their families, because it means you make them fall into slander, and do not hinder their rights, because that means you're wronging them, and multiply the gifts for Muslims."

The method of determining wages is divided into four parts; government workers, individual workers, manager salaries, and government intervention in determining salaries. Salaries determination for workers in the government sector has a legal that is not less than the level of adequacy. This can be seen in a history when Umar bin Khattab consulted with the Muslims in determining his salary. Umar bin Khattab opened with a question, "what is lawful for state officials from this property (*baitul mal*)?" Then the Muslims replied, "As for special official includes his basic needs and his family's, no less and no more, his clothes and their clothes, two vehicles for

jihad and his needs, and to carry him for Hajj and Umrah." At the same time Ali bin Abi Talib was seen silent, then Umar asked his opinion and Ali replied, "what is worthy of you and your family with the common one."

The origin law of giving salary based on adequacy provides several consequences, including:

1. To protect workers from things prohibited in Islam such as bribery and betrayal of the Muslims' property that are in their power.
2. Umar forbade his governor to trade during his tenure.
3. To give salary because officials have taken the time to work.
4. To determine salaries for government employees that is not based on a bidding system.

Although it is based on the level of adequacy, this does not only apply to all conditions during the tenure. If there is a crisis, the salaries of government employees will also decrease from the level of adequacy. This is as stated by Umar ra, "then after that I am someone among the Muslims, what happen to me will happen to them". In addition to these words, Umar also applied this rule when there was a famine crisis in the year of Ramadan.

In contrast to the salaries of government employees based on the level of adequacy, salaries for individual workers have a different principle. Individual workers wages are influenced by two things encompassing the agreement between the two parties and the forces of supply and demand in the Islamic market. Although the wages determination is based on supply and demand, there are several rules must be maintained:

1. To beautify one self with noble character such as honesty, trustworthiness, keeping promises and others.
2. To avoid bad morals such as lying, betrayal, selfish and others.
3. To stay away from forbidden attitude such as usury, hoarding and others.

When these rules are implemented, a fair wage will be formed. Supply is indicated by the ability of workers while demand is indicated by the form of work and all its consequences. Due to the use of supply and demand in determining wages, there is no requirement for wages that fulfill the adequacy level. This is due to several things, including:

1. Differences in one's abilities and expertise
2. If a wage that meets the level of adequacy is required, this will have a negative impact. One of the impacts is the weakening of the spirit of competition and productivity. This is because workers will choose easy jobs.
3. The *fujaha* determine wages with commensurate wages. Comparable wages are less than sufficient levels, more than sufficient levels, or the same.

There is less history of Umar bin Khattab in determining the of individual workers wages. Among these narrations is when Umar ra wanted to hire a poor young man and offered to the Muslims by saying, "Who will hire this young man on my behalf to work in his fields?" Then one of the Anshar said, "It's me, O! Amir al-mu'minin!" he said, "how much do you pay him in a month?" then he replied, "thus and thus!" then Umar ra agreed. Another narration states that Umar ra allowed the provision of wages for individual workers in the form of food and clothing.

Managers are one of the elements of production in Umar bin Khattab's economic fiqh. In determining the manager's wages, the discussion of the manager's wages uses the examples of *mudharib* and *naẓhir*. The wage for the *mudharib* is part of a determined profit, but not in a definite amount. Meanwhile, wages for *naẓhir* are not determined based on demand and supply, but based on the waqf's will, it is returned to *'urf* or according to the level of work.

In contrast to the determination of wages for government employees having clear rules, namely based on the level of adequacy, the wages determination for individual workers has risks because it is determined by supply and demand. Although there are rules that must be met in supply and demand, these are internal (faith). This has a weakness because faith sometimes weakens and deviates from the prescribed rules. Thus, the role of the State as an external supervisor is needed.

Although there is no history of Umar bin Khattab's role in determining wages, there is a history that states that Umar supervised the price of goods even though he did not specifically determine the selling price. The use of this history to be applied in determining wages and can be based on distribution theory which is nothing but an extension of price theory aimed at determining the prices of different goods and services, and distribution theory determining the prices of the elements of production.

METHOD

Research that investigates the Karl Marx thoughts in the context of the scientific paradigm has not been done further. This need to be done to find out the flow of the emergence of a concept of a figure's thought. Through an analysis of the scientific paradigm, it will know the basic concept of figure's thought. This research is also reviewed from Umar bin Khattab's thoughts, especially those related to the concept of distribution. Both of these ideas have some similarities in the concept of labor. Through these two analytical points of view, this research is expected to be able to explain the basic concepts of a thought and its comparison with other thoughts. Through this research, the development of science, especially the concept of labor, is more focused. This research is proposed for academics of Islamic economics in building and strengthening Islamic

economics concept. In addition, this study aims to enrich the study of Islamic economics, especially the thoughts of previous figures and their differences with other economic figures.

RESULT AND DISCUSSION

Analysis of Karl Marx's Thought on Thomas Kuhn's Science Paradigm

The Karl Marx's thought in a speech entitled "value, price, and profit" has a tendency to the Thomas Kuhn's scientific paradigm. This can be seen in the four phases of the development of science. At the pre-science stage, the conditions behind Karl Marx's speech were strikes and demands for wage increases. This condition is due to the theory of capitalism which assumes that if wages increase, it will cause prices to rise. This affects on the decline in profits obtained by the company. In the speech, this thought was represented by Weston.

The second phase is characterized by resistance to emerging anomalies, this phase is called the normal science phase. At this time, both parties included the industry based on capitalism and the workers based on the thinking of Karl Marx. To strengthen his argument, Karl Marx gave a speech to the first International Working Men's Association. This was done by Karl Marx to fight the existing anomaly. Efforts in this phase are important to do because the success of the assumptions built is from the community supporting these assumptions. Even scientists are willing to pay more if it is necessary.

An important point in Thomas Kuhn's science paradigm is his opinion that science does not develop gradually in the direction of truth. According to Thomas Kuhn, if the existing theory can no longer explain a new phenomenon, then a new theory emerges to answer new phenomena in society. This is what Karl Marx did in formulating his theory. Some of Weston's thoughts were criticized by Karl Marx because they were not in accordance with the phenomena that occurred in reality. One of them is Weston's opinion about a wage increase that will have an impact on a significant price increase. This is not in accordance with the phenomenon in England. When there is an increase in wages of almost 40 percent, prices have decreased by 16 percent. This shows that Weston's thinking is no longer able to answer the challenges of new phenomena.

The third phase is a critical phase. In this phase the resistance of thought anomalies becomes more serious. This phase can be seen from Weston's old thoughts which have been expressed in new forms several times. This shows that Weston's efforts were more serious to defend his thoughts and the scientific revolution that Karl Marx built failed to do. If viewed in historical order, Karl Marx's speech was compiled between late May and 27 June and delivered in June 1865 (Ballard, 1995). Meanwhile, the Karl Marx's work "Capital" of the first volume was first

published in Germany in 1867 (Marx, 1887). This shows that the existing anomaly failed to be overcome so that there was a scientific revolution that changed the paradigm.

The last phase is the revolution phase. As previously discussed, the scientific revolution was successful. The birth of a new paradigm initiated by Karl Marx was chosen by the workers because of psychological and sociological factors. The workers who are oppressed by the capitalist system limit their rights not only in terms of wages but also time. This is what prompted the thinking of Karl Marx to be accepted by the workers with his "labor theory of value". This new paradigm opens up opportunities for workers to get their rights. So it is considered as a new model that leads to the goals to be achieved.

Comparison of Karl Marx's concept of "value, price and profit" on Umar bin Khattab's distribution principle

Karl Marx's concept of "value, price and profit" has similarities with Umar bin Khattab's distribution concept. Both have a concern for workers' rights. Karl Marx was not only concerned with workers' wage rights, but time was also a concern for Karl Marx. According to him, time is a space for humans to develop. Therefore, the right of time for workers should not be ruled out. This phenomenon indicates that the capitalist system does not only limit workers' rights to wages but is also related to time. This concept is in line with Umar bin Khattab's thoughts shown when he spoke to his governors. Umar gave a message regarding the prohibition of hitting the Muslims, the prohibition of detaining the Muslims from returning to their families, and the prohibition of hindering the rights of the Muslims.

Protection of labor rights in the concept of Karl Marx and Umar bin Khattab is very important. There are many phenomena of violations of the basic rights of workers, even to the stage of violating the law (Chan, 1998). Violations of labor rights are getting worse because of the many labor requirements in a program (Lee & Woo, 2021). Efforts to protect workers' rights have two alternatives; a code of ethics and a global agreement. In a study conducted by Egels-Zandén & Hyllman (2007), it was stated that global agreements have the opportunity to promote workers' rights, while codes of ethics are counterproductive to promoting workers' rights. Therefore, a campaign to restore the values of workers' rights needs to be carried out to protect the interests of workers in the labor market (Smith & Morton, 2006).

The concept of workers' rights from Karl Marx became the basis in determining wages for workers. According to him, the value of labor includes a living, the cost of labor reproduction, the cost of raising children as a substitute for a new workforce, the cost of education, and the cost of training. The principle used is "Each person according to his level of ability, and each person according to his level of need". The concept has similarities with Umar ra's principle in determining

wages that are not less than the adequacy level. The difference between the two concepts lies in the receiving object. If Karl Marx used this principle to determine the workers' wages, Umar used it to determine the government employees' wages.

Umar ra has four concepts of determining wages. *First*, for government employees, Umar ra used the principle of adequacy levels. *Second*, for individual workers, Umar ra applies the principle of supply and demand. *Third*, for manager, Umar adjusts to the contract used in the work. *Fourth*, Umar ra explains the role of the government in determining wages. This difference originates from the elements of production used; socialist economics considers work as the only element of production. Unlike Umar, who accommodated work, management, land, and capital as elements of production. The complexity of the elements of production, according to Umar ra, leads to the concept of a fair income distribution. Karl Marx and Umar ra concern regarding income and family needs because these two things are fundamental factors in the problem of poverty (Georgescu-roegen & Lecture, 2012).

According to Umar ra, the determination of the workers' wages through supply and demand aims to reach the best agreement. This can be seen in the narration that Umar ra offered a young Muslim to be employed. Research conducted by Osmani (1990) states that the determination of wage levels in the rural labor market is best done through implicit cooperation. This is done to reach the best agreement. Determination of wages based on bargaining has more value because it is not affected by sectoral conditions. One of the factors that exist in sectoral conditions is trade unions (Holmlund & Zetterberg, 1991).

Wages determination in the concept of Karl Marx has several weaknesses. If workers demand an increase in wages, this will have an impact on increasing commodity prices. This is because an increase in wages will have an effect on increasing production costs so that commodity prices will also increase (Singha Roy, 2020). If the determination of workers' wages is based on the level of need, this will be difficult to achieve. The industrial climate will not be stable because it is faced with wage demands by parties who have different perspectives. As stated by Holmlund & Zetterberg (1991), the larger the union in an industry, the greater the insider effect.

The concept of Umar ra aims to maintain the economic climate. Although the determination of wages for workers is not based on the principle of adequacy, this is complemented by the element of returning income distribution. These elements play a role in maintaining a good income distribution. If the wages received by individual workers are not sufficient to meet the needs, then the role of returning the income distribution will be accepted.

CONCLUSION

Conclusion

Karl Marx's thoughts contained in the speech entitled "value, price and profit" have links with Thomas Kuhn's scientific paradigm. The analysis was carried out by using four phases of the science development. These phases are the pre-science phase, the normal science phase, the crisis phase, and the revolution phase. The phenomenon behind Karl Marx's speech was the rise of strikes and demands for wage increases. Karl Marx's thoughts were also confronted by other thinkers with a capitalist background, namely Weston. This is an important point in this analysis. The emergence of Karl Marx's phenomenal work entitled "das capital" a few years after Karl Marx's speech indicates that the scientific revolution has been achieved.

Karl Marx's concept of "value, price and profit" has some similarities with Umar bin Khattab's concept of distribution. The similarity between the two concepts lies in the protection of workers' rights. In addition, the concept of remuneration also has similarities in the use of the principle of adequacy. However, this concept was only used by Umar in giving wages to government employees. As for individual workers, Umar ra used the concept of supply and demand. The concept of wages based on adequacy for workers according to Karl Marx has a weakness because it affects the increase in commodity prices and the unstable economic climate. Although he does not use the concept of adequacy in determining the wages of individual workers, Umar ra uses the concept of returning income distribution to maintain the level of adequacy of individual workers.

Implication

Based on the research results, the theoretical and practical implications can be stated as follows:

1. Theoretical implications
 - a. Analysis of the scientific paradigm needs to be carried out on the figure's thoughts, in order to know the basic concepts of a thought. This will help in the development of a more focused science.
 - b. Differences in the basis of thinking affect the concept that is built even though they have the same attention to something. Thus, the development of a science must touch these basic concepts.
2. Practical implications

The results of this study are used as input for human resource managers and academics in the field of management. For human resource managers, this research provides input in managing the workforce. For management academics, this research can be used as a basis in developing science, especially human resources.

Suggestion

Research that analyzes the figures' thoughts, especially economics on the scientific paradigm, has not been done further. This opens up opportunities for other researchers to correct or develop similar research.

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