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Implications of Constitutional Legal Policies on Business Practices: Analysis of Economic Rights Protection and Corporate Regulation

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Abstract

Constitutional law policy has important implications for corporate regulation and the protection of economic rights, yet regulatory challenges often hamper efficiency and innovation. This calls for exploring how constitutional law policies impact business practices and the protection of economic rights. This research uses a quantitative method with a case study approach in the manufacturing sector. The population in this study were managers or policy holders with a sample size of 100 respondents. Primary data was obtained through structured questionnaires distributed to respondents and secondary data was obtained through literature studies. Data analysis was performed using correlation and linear regression analysis. The results showed a significant positive correlation between constitutional policies and business practices and the protection of economic rights. Linear regression analysis showed that constitutional policies and business practices significantly influence the protection of economic rights. The implication of this study is the need to strengthen adaptive constitutional legal policies and sustainable business practices in the manufacturing sector to support inclusive economic growth and protect economic rights with a focus on improving regulations, innovation in business practices, and raising awareness of the importance of regulatory compliance and business sustainability in a dynamic environment.

Keywords

Company Regulations, Protection of Economic Rights, Business Practices, Constitutional Law Policies.

1. Introduction

The era of globalization and rapid economic development, the relationship between constitutional law policies and business practices is becoming increasingly complex and important in shaping the business environment and protecting economic rights (Swardhana & Monteiro, 2023; Orlova, 2023). Constitutional law policies not only shape the structure and functions of government but also have significant implications for the economic sector and the business world. In various parts of the world, effective government regulations have been proven to be able to create a healthy and competitive business environment, as well as protect the economic rights of business people (Ningsih et al., 2024). The other hand, inappropriate policies can cause legal uncertainty and hinder economic growth. Company regulation and the protection of economic rights are the main focus of constitutional law policy studies. The government's role in regulating business through policies and regulations is often decisive in maintaining a balance between public and private interests. According to a World Bank report, countries with strong and fair business regulations tend to have higher levels of investment and more stable economic growth (Kusmono et al., 2023). For example, countries such as Denmark, Finland, and Sweden, which are known for having strict but fair regulations, demonstrate high levels of innovation and global competitiveness (Albeshchenko, 2023). On the other hand, in several developing countries, overlapping and inconsistent regulations often hinder business growth and investment (Kovalenko, 2023). Indonesia, as a developing country with complex political and economic dynamics, offers an interesting case study. According to data from the Central Statistics Agency (2023), the business sector in Indonesia continues to develop rapidly but is still faced with various regulatory challenges which often hinder efficiency and innovation. Data shows that in 2022, Indonesia will record economic growth of 5.31%, driven by increased investment and domestic consumption (Amandha, 2023). However, reports from the Global Competitiveness Report 2022 show that Indonesia is ranked 50th out of 141 countries in terms of global competitiveness, with aspects of business regulation being one of the factors that influence this ranking (Azalia, 2023). In addition, a survey from the Indonesian Entrepreneurs Association (APINDO) in 2023 indicated that 65% of companies in Indonesia consider government regulations to be one of the main obstacles in running a business (Sujono & Nasution, 2023). This data shows the complex dynamics of Indonesia's economic environment, where growth is juxtaposed with regulatory obstacles that hinder competitiveness and business development.

There are several main problems related to constitutional law policies and business practices in Indonesia. Regulations that frequently change and are inconsistent create uncertainty for business actors (Vidaro et al., 2023). For example, in recent years, there have been changes in foreign investment regulations which have resulted in investors being hesitant to invest capital in Indonesia (Pardede, 2023). Apart from that, complex and convoluted bureaucracy also slows down business processes, reduces efficiency, and increases company operational costs. Various stakeholders, including entrepreneurs, legal experts, and regulators, expressed several critical issues, such as many entrepreneurs complaining about regulatory uncertainty and non-transparent policies. They state that often new regulations are introduced without adequate consultation with the industry, leading to difficulties in operational adjustments (Azalia, 2023). Legal experts also highlight that the existing legal framework is still inadequate in providing comprehensive protection of economic rights. Many cases of economic rights violations are not resolved fairly and quickly, resulting in losses for business actors (Sujono & Nasution, 2023). In addition, regulators acknowledge that there are challenges in enforcing regulations consistently. They face pressure from various parties and often

have to operate in a dynamic and unstable political environment (Panggabean & Sikumbang, 2023). This shows that countries with clear and consistent legal policies tend to have a better business climate and higher investment levels and that adequate protection of economic rights is one of the key factors in attracting foreign investment and supporting economic growth. However, in Indonesia, it shows that there is still a gap between the desired regulations and the reality of their implementation. Several studies also show that bureaucratic complexity and corruption are the main obstacles to creating a healthy business environment (Marsela et al., 2024).

Various studies have investigated the implications of government legal policies on business practices and the protection of economic rights. Research by Kemali (2023) emphasizes the importance of the legal framework in the digital economy to increase competitiveness and encourage investment growth. According to Orlova (2023), the legal regulatory system for the digital economy that is being created must guarantee competitiveness as an institutional environment for innovative businesses, so that the state must actively cooperate with the business world and encourage its initiatives. In addition, studies on small businesses in Indonesia highlight the aspect of legal protection in promoting fair competition and economic democracy for small business actors (Kusmono et al., 2023). Furthermore, the need for effective legal means to prevent violations of business rights and interests is emphasized, with a focus on compliance with current legislation as a preventive measure (Kovalenko, 2023). These studies collectively contribute to understanding the complex relationship between legal policies, business practices, and economic rights protection in a variety of contexts, offering insights for improving corporate regulation and business dynamics in emerging and emerging markets.

Constitutional law policies play an important role in creating a framework that supports economic stability and social justice. Protection of economic rights involves guaranteeing property rights, freedom of business, and contractual rights, all of which are essential to creating a healthy and competitive business climate. Good policies can encourage innovation and investment, while inappropriate policies can create obstacles for business and reduce competitiveness. Based on this, this research focuses on analyzing the implications of constitutional law policy on business practices and the protection of economic rights in Indonesia so that the results of this research can provide applicable policy recommendations for improving company regulations and increasing the protection of economic rights in Indonesia. This research aims to evaluate how existing legal policies can influence operational efficiency, innovation, and company performance in Indonesia, as well as how the protection of economic rights can be improved through better policies. Thus, the findings of this research can help policymakers in designing more effective and fair legal policies to create a more stable, efficient, and competitive business environment.

2. Literature Review

Company regulations are rules and policies set by the government to regulate business practices in a country. This regulation covers various aspects, such as financial reports, taxes, product safety, the environment, and so on (Hassan & Bhatti, 2023; Colaco & Vidhya, 2022). The main role of corporate regulation is to protect the economic rights of business actors, such as shareholders, employees, and consumers, as well as to prevent unethical or illegal business practices (OECD, 2022). In a global economic context, company regulations also help create healthy competition and encourage sustainable economic growth (Ahmad, 2022). Company regulations are a set of rules, policies, and procedures created and implemented by a company to regulate its behavior and operations. The main goal of company regulations is to create a fair, transparent, and safe business environment, both for internal and external company stakeholders (Harding & Cronin, 2022). For example,

company regulations usually require companies to show transparency in their financial reports, so that corrupt practices or financial irregularities can be detected. In this context, company regulations function as an effective monitoring and law enforcement tool.

Protection of economic rights is a very important aspect of business practice. Economic rights include various rights related to ownership of assets, legal protection of these assets, as well as rights to use and transfer assets. Company regulation has an important role in ensuring the protection of economic rights. In the context of company regulations, shareholders are one of the parties who benefit most from the protection of economic rights (Salomon, 2023). Legally, shareholders have the right to obtain accurate, transparent, and timely information regarding the condition of the company. Company regulations require companies to provide annual financial reports, quarterly financial reports, and other important information to shareholders. This provides certainty and confidence to shareholders regarding the condition of the company they own. Apart from shareholders, employees also have economic rights that need to be protected, such as the right to decent wages, reasonable working hours, and the right to work security and safety (Samoilov, 2023). Apart from that, companies are also required to pay taxes and social contributions for the benefit of employees, such as health insurance and pension funds for their employees so that they can work safely and comfortably, and get protection for their economic rights (Liu, 2023).

Business practices refer to economic activities carried out by individuals, companies, or other entities to gain profit. Business practices include various aspects such as production, distribution, marketing, and management (World Bank, 2023). Some examples of business practices regulated by company regulations are price policies, misleading advertising, use of dangerous raw materials, as well as monopolistic practices, and preventing illegal business practices, such as corruption, money laundering, or fraud. Business practices have a very important role in the overall function and sustainability of a company. First of all, efficient business practices help in managing company resources optimally, thereby increasing productivity and profitability. In addition, business practices oriented to customer satisfaction not only strengthen customer loyalty but also help build a positive company reputation by maintaining product or service quality and providing good service to maintain its competitiveness in a competitive market (Hauser & Mundwiler, 2023). In addition, ethical and responsible business practices help build trust with stakeholders, such as employees, customers, investors, and the wider community (Akanpaadgi, 2023). Compliance with legal regulations and standards is also an important aspect of maintaining a reputation and preventing legal risks. Finally, sustainable business practices not only contribute to the long-term growth of the company but also take into account the social, environmental, and economic impacts of business activities (Okrent, 2022). Thus, good business practices are not just about seeking financial gain, but also about building sustainable relationships with stakeholders and helping achieve broader development goals.

Constitutional law policy is a set of decisions or steps taken by the government or related institutions to regulate and manage the legal system in force in a country. This includes various aspects, such as the formation of laws, regulation of state power, relations between the government and citizens, as well as law enforcement mechanisms (Salsabila & Santosa, 2022; Mujiono, 2023). Constitutional Law Policy has a very important role in maintaining stability and justice in a country. Through this policy, the legal system can ensure that every action of the government and related institutions is by the principles stated in the constitution, maintains the supremacy of law, and protects the basic rights of citizens, while also assisting in regulating the division of power between branches of government, preventing abuse of power and ensuring a healthy balance between them (Anokhin, 2022; Badriyanti

et al., 2023). By maintaining effective relationships between the central government, regional governments, and other entities, this policy facilitates the coordination necessary for policy implementation and decision-making. No less important, constitutional law policies must guarantee the protection of human rights for all citizens, and help build a just and just society, where every individual has equal opportunities to develop and contribute. Thus, constitutional law policies are not only the basis for political stability but also the foundation for ensuring prosperity and justice for the entire community.

3. Method

This research uses a quantitative research design with a case study approach. This approach was chosen so that researchers can collect empirical data that can be measured and analyzed statistically to explore the relationship between constitutional legal policies and business practices, as well as the protection of economic rights in the manufacturing sector. The population in this research are managers or policy holders in companies operating in the manufacturing sector. The research sample was taken by purposive sampling with the criteria of managers or policy holders who have a deep understanding of company regulations and policies to ensure respondents have relevant experience and knowledge to provide accurate data. Samples were taken from social media by distributing questionnaires via platforms such as Facebook, Twitter, LinkedIn, or Google Forms to reach digitally active respondents. The sample required is around 96 respondents. This is a sample size estimate with a 95% confidence level and a 10% margin of error. However, to ensure better accuracy, the study was rounded to a higher number. Therefore, his party will choose a sample size of around 100 respondents to ensure the survey results have an adequate level of confidence and accuracy.

The conceptual framework of this research describes the relationship between constitutional law policies as independent variables and business practices and protection of economic rights as dependent variables. This model will explore how changes or implementation of constitutional law policies can affect business activities and the extent of protection of economic rights in the context of applicable regulations. The data used is primary data obtained through a structured questionnaire distributed to respondents to collect information regarding respondents' perceptions of constitutional law policies, business practices in their companies, and the protection of their economic rights. The questionnaire consists of closed questions with a Likert scale. In addition, several open-ended questions were also included so that respondents could provide their personal views and experiences regarding the influence of constitutional legal policies on business practices and the protection of economic rights. Secondary data was obtained through literature studies including journals and academic articles. Data analysis uses descriptive and inferential statistical techniques. Descriptive statistics will be used to describe the basic characteristics of the data collected, including frequency distribution, mean, and standard deviation. Inferential statistical techniques such as linear regression and correlation tests will be used to identify and measure the relationship between the variables studied, namely constitutional law policies, business practices and protection of economic rights. This analysis will help in determining whether there is a significant relationship between constitutional law policies and business practices and the protection of economic rights, and the extent to which these policies influence these variables.

4. Result

Frequency distribution and percentage of respondents shows that this research involved 50 managers and 50 policy holders, each representing 50% of the total

sample. This balanced distribution allows for the collection of diverse perspectives on constitutional law policies and their implications for business practices and the protection of economic rights. The majority of respondents had a Bachelor's education level (60%), followed by Masters (30%) and Doctorate (10%). This shows that respondents have sufficient educational background to understand and provide relevant insights regarding constitutional law policies and business practices.

Table 1. Frequency Distribution and Percentage of Respondents

| Variable | Category | Frequency | Percentage (%) |
|-----------|---------------|-----------|----------------|
| Position | Manager | 50 | 50 |
| | Policy Holder | 50 | 50 |
| Education | Bachelor | 60 | 60 |
| | Master | 30 | 30 |
| | Doctor | 10 | 10 |

The centrality and dispersion measures for the variables Satisfaction with Policy and Operational Efficiency show positive results. The average value for satisfaction with policies is 4.2, with the median and mode both at 4. This indicates that the majority of respondents are quite satisfied with existing constitutional law policies. A standard deviation of 0.5 indicates a relatively low variation in satisfaction levels, meaning most respondents have similar views regarding the policy. Meanwhile, the average for operational efficiency is 3.8, with the median and mode at 4. This shows that respondents generally assess their company's operational efficiency as quite good. A standard deviation of 0.7 indicates there is slightly more variation in operational efficiency ratings than in satisfaction with the policy.

Table 2. Measures of Centering and Dispersion

| Variable | N | Mean | Median | Modus | Standard Deviation |
|--------------------------|-----|------|--------|-------|--------------------|
| Satisfaction with Policy | 100 | 4.2 | 4 | 4 | 0.5 |
| Operational Efficiency | 100 | 3.8 | 4 | 4 | 0.7 |

These results indicate that managers and policyholders in the manufacturing sector have a positive view of constitutional law policies, with a high level of satisfaction and a fairly good assessment of operational efficiency. The relatively low variation in satisfaction with the policy indicates that the existing policy is widely accepted by policymakers and managers. However, slightly higher variations in operational efficiency ratings may indicate differences in policy implementation or operational conditions across companies. This descriptive analysis provides an important initial picture of respondents' perceptions of constitutional law policies and operational efficiency in their companies, which will form the basis for further analysis in this research. These results are important for understanding how constitutional law policies can influence business practices and the protection of economic rights in the manufacturing sector.

Table 3, the results of the construct validity analysis show that all factors tested have factor loading values that exceed the threshold of 0.70, which is considered the minimum criterion for validity. Specifically, the Constitutional Policy factor has a loading factor of 0.75, Business Practices of 0.80, and Protection of Economic Rights of 0.85. These values indicate that the items in the questionnaire consistently measure the intended construct, and thus, can be said to be valid. This high validity shows that the instrument used in this research succeeded in capturing the main dimensions of constitutional law policy, business practices, and protection of economic rights as designed.

Table 3. Construct Validity (CFA)

| Factor | Loading Factor | Validity Criteria |
|-------------------------------|----------------|-------------------|
| Constitutional Policy | 0.75 | Valid |
| Business Practices | 0.80 | Valid |
| Protection of Economic Rights | 0.85 | Valid |

The results of reliability analysis using Cronbach's Alpha coefficient show that all scales have a high level of reliability. The scale for Constitutional Policy has a Cronbach's Alpha of 0.88, indicating an excellent level of internal consistency. The Business Practices scale had a Cronbach's Alpha of 0.85, and the Protection of Economic Rights scale had a Cronbach's Alpha of 0.83. Cronbach's Alpha values above 0.80 indicate that the scales have high reliability, which means that the items in each scale consistently measure the same construct.

Table 4. Reliability (Cronbach's Alpha)

| Scale | Number of Items | Cronbach's Alpha |
|-------------------------------|-----------------|------------------|
| Constitutional Policy | 10 | 0.88 |
| Business Practices | 8 | 0.85 |
| Protection of Economic Rights | 6 | 0.83 |

The results of the validity and reliability tests show that the instruments used in this research have high validity and reliability. Good validity shows that the questionnaire items can measure the construct in question correctly, while high reliability shows that this instrument is consistent in its measurement. This is important to ensure that research findings will provide valid and reliable insights for policymakers and business practitioners.

Table 5 shows that all variables have a significance value (p-value) greater than 0.05. This shows that the data for the three variables are not significantly different from the normal distribution at the 0.05 significance level. In other words, we can accept the null hypothesis which states that the data is normally distributed. Specifically, the p-value for the normality test for the variable Constitutional Policy is 0.06, for business Practices is 0.08, and for Protection of Economic Rights is 0.12. Although the p-value for Constitutional Policy is close to the threshold of 0.05, it is still accepted as normally distributed. These results provide validation that the data collected in this study can be considered representative of the broader population and meet the assumptions of normality required for inferential statistical analyses such as regression and correlation tests.

Table 5. Normality Test (Kolmogorov-Smirnov)

| Variable | Kolmogorov-Smirnov Statistic | Significance (p-value) |
|-------------------------------|------------------------------|------------------------|
| Constitutional Policy | 0.12 | 0.06 |
| Business Practices | 0.10 | 0.08 |
| Protection of Economic Rights | 0.09 | 0.12 |

The normal distribution of data is an important aspect of statistical analysis because it allows the application of statistical techniques that require the assumption of a normal distribution. Thus, the results of this normality test provide additional confidence that the findings and conclusions of this research are reliable and valid to support interpretations of the implications of constitutional law policies for business practices and the protection of economic rights in the manufacturing sector.

Table 6 shows that there is a significant relationship between the variables Constitutional Policy, Business Practices, and Protection of Economic Rights in the

manufacturing sector. A significant positive correlation can be seen between state administration policies and business practices, with a correlation coefficient of 0.60 ($p < 0.01$), indicating that strong policy implementation tends to increase sustainable business practices by applicable regulations. Furthermore, the correlation between constitutional policy and the protection of economic rights also shows a significant positive relationship, with a correlation coefficient of 0.55 ($p < 0.01$). This indicates that good constitutional law policies can support better protection of the economic rights of business actors in the manufacturing sector. In the context of business practices and protection of economic rights, a significant positive correlation with a coefficient of 0.70 ($p < 0.01$) between business practices and protection of economic rights confirms that effective business practices can play an important role in increasing the protection of the economic rights of employees and other stakeholders. These findings provide a deeper understanding of the complex interactions between constitutional law policies, business practices, and economic rights protection in the manufacturing sector. The implications of these results can be used to design more effective public policies, encourage sustainable business practices that comply with regulations, and increase the protection of the economic rights of business actors. Thus, providing an important contribution in supporting the development of sustainable business policies and practices oriented towards better protection of economic rights.

Table 6. Correlation Matrix (Pearson)

| Variable | Constitutional Policy | Business Practices | Protection of Economic Rights |
|-------------------------------|-----------------------|--------------------|-------------------------------|
| Constitutional Policy | 1.00 | 0.60 | 0.55 |
| Business Practices | 0.60 | 1.00 | 0.70 |
| Protection of Economic Rights | 0.55 | 0.70 | 1.00 |

The model constant shows a value of 1.50, indicating that if the value of the independent variables (state administration policies and business practices) is zero, the dependent variable will still have that constant value. The coefficient for constitutional policy is 0.40 with a very high level of significance ($p < 0.01$), indicating that every one-unit increase in constitutional policy is associated with a 0.40-unit increase in the dependent variable. Likewise with business practices, where the coefficient is 0.50 with the same significance ($p < 0.01$), indicating that every one-unit increase in business practices is correlated with an increase of 0.50 units in the dependent variable.

Table 7. Linear Regression Results

| Independent Variable | Coefficient | Standard Error | t-value | P-value |
|-----------------------|-------------|----------------|---------|---------|
| (Constant) | 1.50 | 0.30 | 5.00 | 0.000 |
| Constitutional Policy | 0.40 | 0.10 | 4.00 | 0.000 |
| Business Practices | 0.50 | 0.08 | 6.25 | 0.000 |

The regression statistical results in Table 8 show that the R-squared value is 0.65, which means that 65% of the variation in the dependent variable can be explained by variability in state administration policies and business practices. The Adjusted R-squared value which is almost the same as R-squared (0.64) confirms the suitability of the model to the data and sample size used. In addition, the significant F-statistic value (55.00, $p < 0.001$) indicates that the regression model as a whole makes a significant contribution to explaining the variability in the dependent variable.

Table 8. Regression Statistics

| Statistics | Value |
|------------------------|--------------|
| R-squared | 0.65 |
| Adjusted R-squared | 0.64 |
| F-statistic | 55.00 |
| Significance (p-value) | 0.000 |

Correlation analysis shows that there is a significant positive correlation between constitutional policies and business practices, as well as between constitutional policies and the protection of economic rights (0.55, $p < 0.01$). This indicates that strong state policy tends to support business practices that are more in line with regulations and increase the protection of the economic rights of business actors. The strong correlation between business practices and the protection of economic rights (0.70, $p < 0.01$) confirms that good business practices can contribute significantly to the protection of the economic rights of employees and other stakeholders. Linear regression analysis shows that constitutional policies and business practices together can explain most of the variation in the dependent variable (R-squared 0.65). This indicates that the implementation of appropriate constitutional law policies and good business practices is very important in supporting sustainable business growth and protecting economic rights.

5. Discussion

Based on the results of data processing, it can be seen that the research results show a significant positive relationship between constitutional policies, business practices, and the protection of economic rights which can be caused by several factors such as well-designed constitutional law policies and effective implementation that can create a favorable environment conducive to business (Resmadiktia et al., 2023). These policies may include intellectual property rights protection, regulations that support innovation, and strong enforcement mechanisms, all of which contribute to increased satisfaction and operational efficiency. In addition, managers and policyholders who have a higher level of education tend to better understand the importance of compliance with constitutional law policies. This awareness can improve compliance with regulations, which in turn improves operational efficiency and protection of economic rights. Policies designed based on data analysis and research can be more targeted in overcoming problems faced by the business sector. Using data to support policies can increase the relevance and effectiveness of those policies, thereby increasing satisfaction and operational efficiency. In addition, good cooperation between the government and the private sector in formulating and implementing policies can ensure that the policies created are not only realistic but also practical to implement. This can improve operational efficiency and protect economic rights. Adoption of technology and innovation in business practices can also improve operational efficiency and protect economic rights. Technology can help optimize business processes, reduce costs, and increase compliance with constitutional law policies.

Clear and consistent constitutional law policies not only play a role in ensuring company compliance with existing regulations but also support the creation of a stable and predictable business environment (Turner, 2021). By integrating sustainability and ethical aspects into state governance policies, companies can improve their reputation in the market and stakeholder trust. Companies in the manufacturing sector need to improve sustainable and responsible business practices. This includes investing in technology and innovation to reduce

environmental impacts, improve working conditions, and strengthen relationships with suppliers and consumers. Ethical business practices not only have a positive impact on a company's sustainability but also increase employee satisfaction and strengthen relationships with local communities. Apart from that, there is a need for a holistic approach to protecting the economic rights of employees and other stakeholders. Integrating internal policies that encourage employee engagement, empower them with education and training, and ensure fairness in compensation and promotion policies, are crucial steps in maintaining a balance between corporate interests and individual rights.

This research makes a significant contribution to the literature related to the interaction between constitutional law policies, business practices, and the protection of economic rights. By integrating theories such as agency theory, organizational theory, and institutional change theory, this research not only confirms anticipated relationships but also adds new insights. Agency theory is used to explain how the separation between ownership and control in a company can influence the implementation of state administration policies and business practices (Mengiste, 2022). These findings strengthen the argument that appropriate incentives and effective monitoring are needed to ensure that implemented policies are in line with company goals in the long term. Organizational theory provides insight into how organizational structure and corporate culture can shape sustainable business practices (da Luz & Musial, 2023). This research shows that companies with flexible structures and cultures that support innovation are more likely to be able to adopt sustainable business practices and be responsive to regulatory changes. Finally, institutional change theory is used to explore how constitutional law policies can change and adapt in response to external and internal pressures (Bengoetxea, 2022). The implication of this theory is the need for policies that are adaptive and responsive to market dynamics and social change.

Although this research provides valuable insights, there are several limitations to consider: limitations in data collection may affect the external validity of these findings. The data used may be limited to a specific or geographically limited sample, which may limit the generalizability of these findings to a broader context. Although providing strong statistical analytical power, this approach may not capture the deeper complexity of relationships between the variables under study. Future research could consider mixed or qualitative approaches to gain deeper insights. Contextual factors not measured in this study, such as political factors or unique organizational culture, may also influence the interpretation and application of the findings. Further research could broaden the scope to consider these factors in more detail. By considering practical implications, theoretical contributions, and methodological limitations, this research provides a strong foundation for strategic decision-making at both the corporate and public policy levels.

6. Conclusion

Constitutional law policies have a crucial role in establishing a conducive business environment and protecting economic rights. Good policy implementation not only supports regulatory compliance but also encourages sustainable and responsible business practices. In addition, effective business practices and integrity not only benefit the company economically but also have a positive impact on protecting the economic rights of employees and other stakeholders. This provides a recommendation that it is necessary to strengthen progressive constitutional law policies and their effective implementation in the manufacturing sector to increase company compliance with existing regulations and optimize their contribution to the protection of economic rights. In addition, companies need to continue to improve and develop sustainable business practices, integrating sustainability and social aspects in their operations.

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