

# Volleyball Player Employment Contract Design in the Prestigious Match League

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## ABSTRACT

**Objective:** This study was conducted to analyze the legal basis and aspects of the validity of the contract between volleyball players and the village government in the Prestige League activities. In addition, this study also formulated a simple contract design that can be used as a reference in organizing Prestige League activities. **Method:** The method in this study is normative juridical, the research approach uses a statutory approach and a conceptual approach used to analyze legal theories and doctrines related to the principles and anatomy of agreements in player rental contracts. Data sources used in this study include primary and secondary legal materials, primary legal materials contain Article 1320 of the Civil Code, Article 1338 of the Civil Code and Law 11/2022 concerning sports, secondary legal materials contain journals, scientific articles and books relevant to the case. **Results:** The results of this study are, volleyball players in the Prestige League require strengthening in terms of law, especially in the preparation of a valid written contract design, a clear legal basis and the existence of a structured contract design so that it can provide legal protection and certainty. From a civil law perspective, the legal relationship between volleyball players and the village government constitutes an anonymous agreement that is legally valid if it meets the elements contained in Article 1320 of the Civil Code and the principle of freedom of contract in Article 1338 of the Civil Code. Furthermore, Law 11/22 concerning sports can also be used as a guideline for legal protection of the rights that volleyball players should receive. **Novelty:** This study also formulated a simple contract design that can be used as a reference in organizing Prestige League activities.

## INTRODUCTION

The Prestige Match League is a local scale volleyball competition organized by the sub-district or district. in XYZ Village, the Prestige Match League has been held since 2018. The existence of this competition aims to foster friendship between residents by promoting sports, especially volleyball among teenagers. The Prestige Match League is usually held in a certain month such as in August or other months according to the *Event* held by the sub-district or district. In the game, the Prestige Match League is usually attended by various volleyball players from several regions, both local and outside, the sub-district or regency as the organizer provides 3 opportunities for the village to take players from outside, then provides 3 opportunities for local players from the village.

Volleyball players are recruited by the XYZ Village government with several mechanisms, either by open selection and looking at the quality of players in getting good scores. The many advantages and achievements presented in this competition are not comparable to the implementation of this league, especially in terms of making contracts for volleyball players and the government of XYZ Village. In the context of sports that include non-professional competitions, the Prestige Match League is often overlooked.

The employment relationship between the volleyball player and the government of XYZ Village as an employer is established only based on a verbal agreement, the agreement is made without any valid written agreement according to the law. The actions taken certainly pose legal risks that may occur in the future. The absence of a written agreement made creates uncertainty about the rights and obligations of each party, making it vulnerable to disputes.

The making of an official contract involves a written agreement between the two parties to regulate the game and regulate salaries, facilities, terms and other rights that form the legal relationship between the parties. The absence of a clear agreement is very detrimental to both parties because the agreement is only made orally, agreements made orally have the potential to cause big problems, especially for parties who are negligent with their obligations [1]. The simple contract design designed in this study is specifically applicable to the implementation of local Prestige Match Leagues, not for professional or international leagues, the scope of the local Prestige Match League is at the village or sub-district level which is local and non-formal. The use of a contract based on applicable legal provisions plays an important role as a guarantee of legal certainty for both parties [2]. The drafting of the contract is guided by the provisions of Article 1320 of the Civil Code and the principle of freedom of contract in Article 1338 of the Civil Code and considers legal protection based on Law Number 1 of 2022 concerning Sports. Later the main content of the contract will contain the title, identity of the parties, legal basis, object of agreement, rights and obligations of the first party, rights and obligations of the second party, injury protection and insurance, term of agreement, dispute resolution, closing and signature. The agreement is prepared by paying attention to the elements of *essentialia*, *naturalia* and *aksidentalialia*.

Previous research is needed to provide a limit on the problem to be studied. In this study, the first previous research was a research conducted by Wisnu Guritno in 2021. This study is entitled "Workers' Wages for Rented Volleyball Players in the Perspective of Sharia Economic Law in a Village of Giriklopomulyo Village, East Lampung". The purpose of this study is to examine the practice of renting volleyball players with *ijarah* contracts carried out orally. The results of this study show that wage payments are often made by telephone but in practice there is often a reduction in wage rights by tenants [3].

The second research is a study conducted in 2024 by Azzahrah entitled "Review of Rental Wage Payments for Hiring Players or Athletes in the Perspective of Islamic Religious Law". This study aims to find out how the laws and postulates related to rental agreements are carried out by players or athletes. The results of this study show that even though it is referred to as a contract sale and purchase of a player or volleyball athlete, it is *ijarah* [4].

The third research is a research conducted by Islami and Agung with the title "The Influence of Wages and the Level of Needs of Volleyball Players in Participating in Inter-Village Matches (Tarkam) in Semarang City", this research was conducted in 2021. The purpose of this study is to determine the influence of wages and the level of needs of volleyball players in participating in inter-village matches. The result of this study is that

volleyball players who participate in inter-village matches in the city of Semarang are already in the high category and have received several things such as sub-indicators of athlete physiology, safety, awarding awards and athlete self-actualization [5].

The fourth research is a research conducted by Muhammad Verel N and Sri Budi Purwaningsih with the title "The Validity of Verbal Contracts in Indonesia Under the Manpower Law", this research was conducted in 2024. The purpose of this study is to find out the legal protection for employees based on verbal work contracts at X coffe Sidoarjo. The result of this study is that although verbal agreements are less clear than written contracts in civil disputes, agreements are still legally binding and can be substantiated through confessional evidence and witness statements [6].

The existence of previous research that is used as a limitation of research is to maintain the novelty of this research, this research focuses more on providing legal and official guidelines regarding the rights and obligations of each party through the creation of a written contract design for the parties to meet the legal requirements of the agreement.

The urgency of this research is to create a simple contract design based on an anonymous agreement that meets the legal requirements of the agreement according to Article 1320 of the Civil Code and is guided by the principle of freedom of contract in Article 1338 of the Civil Code and is prepared using the elements of essentialia, naturalia and aksidentalialia. In addition, Law 11/2022 on Sports is also used as the basis for legal protection for volleyball players in making simple contracts. The existence of a contract design that was created aims to provide legal and official guidelines about the rights and obligations of 2 parties. This will certainly provide a sense of security and provide protection for both parties, the design of a written contract minimizes the occurrence of disputes because it has regulated several things regarding what is agreed and what is agreed by the parties so that it will create structured and professional cooperation in the implementation of the Prestige Match League. Based on the problems that have been explained above, it is necessary to formulate a problem that contains contract design made in the local non-professional volleyball competition of the Prestige Action League. The formulation of the problem in this study is how the practice of renting volleyball players in the Prestige Match League has been carried out by the village government and how the form of contract design is in accordance with the provisions of civil law that provide legal protection for volleyball players.

## RESEARCH METHOD

The normative juridical method is the method used in this study, the research focuses on the study of laws, doctrines and legal materials that are relevant to the case. The normative juridical method is used to examine how legal provisions are applied in the resolution of a legal problem [7]. The research approach in this study uses a legislative approach. The approach is used to analyze the applicable legal provisions by interpreting and understanding the laws and regulations that are continuous with the case. In this study, the approach was carried out by analyzing Article 1320 of the Civil Code, Article

1338 of the Civil Code and Law 11/2022 concerning Sports. The approach in this study also uses a conceptual approach, which is used to analyze legal theories and doctrines related to the principles and anatomy of agreements in contracts [8]. The data sources used in this study include primary and secondary legal materials, primary legal materials containing Article 1320 of the Civil Code, Article 1338 of the Civil Code and Law 11/2022 concerning Sports. Secondary legal materials contain journals, scientific articles and books relevant to the case. Qualitative techniques are used in this study by describing the applicable legal provisions and explaining the anatomy of the corresponding agreement so that it can draw conclusions and answer problems from the results of the legal analysis carried out.

## **RESULTS AND DISCUSSION**

### **A. Practice of Volleyball Player Cooperation in Prestige Match League**

The existence of local level sports competitions such as the Prestige Match League is part of the development of people's social life that develops dynamically. Volleyball players in this realm not only meet the technical needs of the players but also become a strategy from the village to increase the chances of victory in the match that takes place, in fact in the legal context of the implementation of this match leaves serious problems, especially related to the aspect of the agreement as well as the protection and rights of all parties who make an agreement in the agreement of the volleyball player used in the match.

In its implementation, the relationship between volleyball players and the XYZ village is only based on verbal agreements. This agreement is done through informal communication either in person or by telephone, although this practice is considered commonplace and has been going on for many years. From a legal point of view, the absence of an agreement that takes place in writing causes the legal relationship to be weak and does not have an adequate basis for legal protection.

Civil law in Indonesia has regulated legal relations involving the exchange of achievements and counter-achievements which must be based on the principles of clarity and good faith. The concept of good faith is regulated in Article 1338 Paragraph 3 of the Civil Code which states that the parties are not only bound by the things regulated in the agreement but also the things that are regulated outside the agreement, namely the value of norms that apply in society and the prevailing legal culture [9]. The principle of good faith is the honest behavior of the parties in carrying out an agreement so that it can prevent losses for the parties bound by an agreement, objective good faith makes a difference in the enforcement of a legal relationship and good faith in terms of the implementation of rights and obligations in a legal relationship [10].

Good faith applies when a legal relationship is enforced, good faith refers to the fact that the behavior of the parties must be in accordance with the general assumptions based on the agreement of the parties not the opinion of one of the parties. Based on Article 1320 of the Civil Code, the legal requirements of the agreement contain several things, including:

- a. Contains the agreement of the parties
- b. Contains skills in making alliances
- c. There is a certain object
- d. There is a halal reason [11].

In civil law, the relationship between the village government and volleyball players in the Prestige Match League is classified as an anonymous agreement. Based on the elements contained in Article 1320, the validity of player rental contracts in the Prestige Match League can be analyzed as follows:

- a. Elements of agreement between the parties

In this case, the parties agreed to make a cooperation agreement between volleyball players in the Prestige Match League match. This is evidenced by the existence of an agreement that fulfills the elements of will and is legally binding which was previously done orally even though ideally it should be done in writing.

- b. Elements of Skill in Making Alliances

The parties are legally competent in entering into an agreement because they have met the legally valid age criteria in entering into the agreement.

- c. The presence of a specific object

The object agreed upon in the agreement is the agreement of cooperation between volleyball players for Prestige Match League matches with certain rewards.

- d. There is a halal cause

The agreement made by the parties refers to the purpose that does not conflict with law, decency and public order, namely to establish professional cooperation carried out by volleyball players and the village government in the context of local sports competitions [12]. The absence of a written agreement is very risky, if this habit is continued, there will be several consequences that cause various problems such as:

- a. The absence of volleyball players within the stipulated time.
- b. Player injuries and no liability to reimburse medical expenses.
- c. Payments made by the village government are not in accordance with the initial agreement honorarium.
- d. Delay in payment of honorarium beyond the agreed time.
- e. There is a conflict regarding responsibility for facilities and treatment of players.

Some of the possibilities for this conflict provide evidence that if the agreement is only made orally, the aggrieved party will find it difficult to provide evidence related to the other party's obligations because there are no legal documents that can be used as strong evidence in Court. The action taken is contrary to the principle of proof in civil law which emphasizes the importance of written documents as the main evidence regulated in the Civil Procedure Law [13].

The practice of verbal agreements shows the lack of legal literacy among local sports organizers. The public does not understand that even though the context is non-formal, any cooperation in the form of services remains in the realm of civil law. Therefore, education about the law for the public is very necessary, especially regarding the importance of written contracts as a basis for clarity and legal protection for the parties.

The importance of understanding the recognition of the status of Prestige Match League volleyball players as job recipients is very necessary so that they get proper legal treatment. This is in accordance with the concept of distributive justice which explains that everyone who contributes in the form of services must receive awards and legal protection that is well given.

With the analysis carried out, the cooperation agreement for volleyball players of the Prestige Match League that will be created substantially meets the elements of the validity of the agreement based on Article 1320 of the Civil Code, however, the form of agreement made by the parties is still verbal so that it is necessary to change the form from an oral agreement to a written agreement, the urgency of the existence of a written contract is very important, for the reasons :

- a. Provide legal certainty
- b. Preventing conflict
- c. Ensure legal certainty in the event of default
- d. Improve the professionalism of the village government
- e. Become a formal guideline that can be legally accounted for

The urgency of this proposal regarding a written contract is strengthened by Law 11/2022 on sports which emphasizes legal protection for players in both professional and non-professional sports so that the existence of a written contract in the Prestige Match League which is included in the category of non-professional sports reflects respect for player rights and the implementation of sports that are more lawful.

### **B. Legal Analysis of the Need for Written Contract Design**

An agreement is the will to agree by two or more people that causes a legal obligation for the parties [14]. The equivalence of the terms contract and agreement according to Abdul R Saliman et al. is that a contract is an event where several people agree to do the things agreed upon and the parties have an obligation to obey them [15]. The agreement creates a legal relationship called an agreement so that it creates rights and obligations for the parties because the contract created is a source of formal law if the contract created is a valid contract. According to Erman R., a contract is in the form of a written document that contains the agreement of the parties to achieve the goals to be achieved and contains benefits from the parties as well as protection or limitation of responsibility in achieving the goals to be achieved [16]. The existence of this explanation shows that a contract is an indispensable thing because the law contained in the contract is not just rules and principles, but the process of realizing a rule that develops in society that contains all elements that are in accordance with what is agreed.

In the implementation of the Prestige Match League, the legal relationship established between the village government and volleyball players can be categorized as an anonymous agreement, an anonymous agreement is an agreement that is not specifically regulated in the Civil Code but is valid and recognized as long as the legal requirements of the agreement are met. The drafting of a written contract is important to create a more structured legal relationship between the player and the XYZ village government. The existence of a contract design that is formed can help minimize conflicts,

provide guarantees of rights and obligations and provide clarity regarding the responsibilities of the parties.

In addition to being guided by Articles 1320 and 1338 of the Civil Code as well as elements of essentialia, naturalia and aksidentalialia, aligning contracts with Law 11/2022, especially in Article 21, is very necessary. In this article emphasizes the importance of legal protection and safety for players, in this law it is emphasized that the implementation of sports activities must pay attention to the principles of justice, sportsmanship and professionalism. The design of the volleyball player cooperation contract in the Prestige Match League can be arranged simply and contains the contract structure which is arranged as follows:

1. Contain the contract title

Contains the title and contract number.

2. Load the time of making the contract

Contains the day, date, month and year of the contract being made.

3. Loading the parties

Contains the identities of the parties, namely the employer and the recipient.

4. Loading the object of the agreement

In the form of volleyball services in the Prestige Match League.

5. Contains rights and obligations

Contains honorariums, facilities, obligations, attendance, prohibitions and other technical matters.

6. Contains injury and liability clauses

Contains liability in the event of injury.

7. Contains dispute resolution

Contains a dispute resolution clause if a problem occurs.

8. Load the duration of the agreement

Contains an explanation of the time of the match and the validity of the agreed contract.

9. Loading the Cover

Contains an explanation of the number of agreements made.

10. Loading signatures

Contains the signatures of the parties as proof of the occurrence of an agreement and the basis of proof in the event of a dispute [17].

The preparation of the contract design using the above structure will show a commitment to more professional competition governance, especially if this contract can be reapplied by other villages. Later, with the implementation of this contract making, it will give rise to a new culture that is more legally aware in the implementation of competitions carried out locally. The creation of a written contract model does not have to be complex and uses legal language that is difficult to understand, but by using language that is easy to understand by the community so that later it is expected to be more effective and have a good function for the village community. In the process of making contracts in accordance with applicable laws and regulations, the public can ask

for assistance from legal personnel from local universities or legal aid institutions to ensure the suitability of the contract with the applicable legal provisions.

### **C. Preparation of a Written Contract Model for the Hire of Volleyball Players in Prestige Match Leagues**

The preparation of a written contract on the cooperative relationship of volleyball players in the Prestige Match League is a strategic step in creating a system for organizing local sports matches that has a clear legal basis, especially legal certainty, justice and equality for the parties to the agreement. The contract created is not only an administrative requirement but also an instrument of legal protection that legally binds the parties.

The contract created in this study can be classified as an anonymous agreement which is an agreement that is not contained in the Civil Code but is still valid in the eyes of the law. According to the subject, an anonymous agreement is a form of contract that is not explicitly regulated in the Civil Code but is valid based on the principle of freedom of contract regulated in article 1338 of the Civil Code, freedom of contract is important because it gives the parties the right to form an agreement with the content of the results of a mutual agreement between the parties [18]. This can be understood because proving documents is easier if done in writing than orally. As has been regulated in legal regulations in Indonesia, the contracts made in this study are guided by a systematic and simple structure but have a content that regulates complete legal elements. The following is an example of a simple contract design for volleyball players in the proposed Prestige Match League:

#### **VOLLEYBALL PLAYER EMPLOYMENT CONTRACT**

**Number: 01/PKS/X/2025 (Aksidentalita Element)**

Today, Wednesday, July 5, 2025, we are the undersigned: **(Essential Element)**

Name : Sunarto  
Place, Date of Birth : Gresik, 27 September 1973  
Address : Jl. Pertamina, Gununggangsir District, Gresik Regency.  
Departments : Village Head

In this case, acting for and on behalf of the XYZ Village Government, hereinafter referred to as **PEMBERI KERJA**.

Name : Althaf Naufal Ghozi Ernandi  
Place, Date of Birth : Surabaya, May 24, 2001  
Address : Jl. Taman Candiloka Kec.  
Status : Athlete

In this case acting as a volleyball player, hereinafter referred to as **the JOB RECIPIENT**.

Both parties hereby agree to bind themselves in the cooperation agreement for Prestige Match League activities with the following conditions:

## **Article 1**

### **PURPOSE AND PURPOSE (Essential Elements)**

This agreement is made to regulate the rights and obligations of both parties in the Prestige Match League volleyball match organized by the sub-district/district committee as the organizer of the match.

## **Article 2**

### **OBJECT COVENANT (Essential Elements)**

The object of the agreement is the volleyball service provided by the WORK RECIPIENT to the WORK PERSON during the period of the contract for the benefit of the Prestige Match League volleyball match.

## **Article 3**

### **RIGHTS AND OBLIGATIONS (Essential Elements)**

Rights and Obligations of JOB SEEKERS:

1. Provide honorarium to the JOB RECIPIENT in accordance with the provisions that have been stipulated in this contract.
2. Provide the facilities and infrastructure needed by the JOB RECIPIENT to carry out their obligations.
3. Insuring the WORKHOLDER against the risk of injury during the performance of its obligations.
4. Giving achievement bonuses to JOB RECIPIENTS if the strengthened team wins the championship.

Rights and Obligations of JOB RECIPIENTS:

1. Get honorarium according to the contract.
2. Get the facilities and infrastructure provided by PEMBERI KERJA.
3. JOB RECIPIENTS get injury insurance coverage from WORKER.
4. Get an achievement bonus if the strengthened team wins the championship.

## **Article 4**

### **FACILITY PROVISION (Naturalia Element)**

WORK PROVIDER facilitates the training tools needed by the JOB RECIPIENT during the duration of this contract. These equipment are:

1. A decent and comfortable volleyball court according to the needs of training and matches JOB RECIPIENTS.
2. Standard volleyball for practice and matches, minimum of 10 balls that are suitable for use.
3. Physical training or other support equipment to support training programs such as barbells, rubber, jumping boxes, skipping, ball holders, and others.
4. Jersey/club uniform with full printing quality for the match.

**Article 5**  
**MATCH COSTS (Naturalia Element)**

The entire cost which includes registration fees, travel costs, and accommodation is the responsibility of WORKER.

**Article 6**  
**HONOR (Essential Elements)**

The mechanism for granting honorarium is as follows:

1. Provision of an honorarium of Rp. 1,000,000 (one million rupiah) per match or during the validity period of this contract.
2. Payment is made no later than 7 days after the match by transfer to a bank account in the name of the volleyball player with the account number submitted at the time of signing the contract.
3. Achievement bonuses will be given if they meet certain targets according to the agreement, with the acquisition of 1st to 3rd place in the match. The bonus is given in the amount of 30% of the total honorarium received by volleyball players during the competition.
4. The achievement bonus must be paid by WORK PERSON after the announcement of the official results of the competition.
5. In the event of a delay in payment made by the WORKER, the WORKPERSON is obliged to provide compensation in the form of an additional honorarium of 2% of the outstanding honorarium.

**Article 7**  
**INSURANCE (Natural Element)**

1. WORKPERSON is obliged to bear the cost of injury insurance premiums for the WORKPERSON as long as the contract is still ongoing.
2. The insurance provided includes protection against the risk of injury experienced by the WORKHOLDER in carrying out his obligations with inpatient facilities and medical treatment.

3. JOB RECIPIENTS are required to provide proof of insurance membership to WORK RECIPIENTS since this contract is signed.

**Article 8**  
**CHAMPIONSHIP PRIZES (Aksidentalial Element)**

The prizes obtained by the WORKHOLDER with the permission and knowledge of the WORKER, are regulated as follows:

1. Prizes, whether in the form of trophies or charters, must be handed over to the WORKER, the ownership of the prize becomes the full right of the WORKER, without compensation rights.
2. Every volleyball competition victory obtained by the EMPLOYER, the EMPLOYER gives the EMPLOYER the full right to use the opportunity for the victory for a tool or means of promotion for the benefit of the EMPLOYER.

**Article 9**  
**SANCTIONS AND TERMINATION OF CONTRACTS (Aksidentalial Element)**

1. If one of the parties defaults, the other party has the right to terminate the contract.
2. Termination of contract shall be carried out with written notice.

**Article 10**  
**DISPUTE RESOLUTION (Natural Elements)**

If there is a dispute, the parties will resolve it through deliberation. If no agreement is found, the dispute will be resolved through the Court.

**Article 11**  
**VALIDITY PERIOD OF THE AGREEMENT (Essential Elements)**

1. This Agreement is valid from the date it is signed by the parties until the day on which the match is played.
2. The extension of the agreement is carried out with the consent of the parties.

**Article 12**  
**CONCLUSION (Essential Elements)**

1. The contract is made in duplicate with the same legal force.
2. The contract is signed jointly by the parties in a conscious state without any pressure or influence or coercion from any party.

Gresik, 05 July 2025

JOB DELIVERY

JOB RECIPIENTS

Sunarto

Village Government Representative

Althaf Naufal Khozi Ernandi

Volleyball Player

This simple contract is prepared based on the elements of agreement in civil law, which contains 3 elements, namely the essential element, the natural element and the aksidental element. The contract that is prepared contains essential elements contained in the identity of the parties, the object of the agreement, rights and obligations, provisions regarding honor, and the validity period of the agreement. The essential element is the core element that must be present in the contract in order for the contract to be declared valid. Furthermore, the natural element is the element that regulates the provisions in general that are inherent in the agreement and remain guided by the applicable law, in the contract the natural element is contained in the provision of facilities and infrastructure, insurance, match financing and dispute resolution mechanisms. Then the element of aksidental is an additional clause whose existence depends on the agreement of the parties. In the contract, the element of accident is contained in the provision of achievement bonuses, sanctions and contract violations as well as championship prizes. The element of aksidental strengthens the rights and obligations of the parties so that they are balanced and in accordance with the principle of freedom of contract [19].

Simple contract making such as the contract design above can be modified according to the needs of each village. It's just that the substance regulated in the contract made must be flexible and still guided by applicable legal principles, the regulated legal contract can be made by typing and signed by the parties to the agreement. The contract is made in 2 copies each for the parties concerned.

The purpose of making the contract above is in line with the principle of legal protection that provides protection to the village and volleyball players of the Prestige Action League, in its implementation volleyball players will be safer in carrying out their duties, on the other hand the village also knows clearly what their rights and obligations are. Thus, the preparation of the contract is an important thing in the development of a legal culture in the cooperation of players in the realm of volleyball, especially in the Prestige Match League which is a local sport. The existence of this contract encourages the renewal of the implementation of competitions carried out locally in a more professional, transparent and accountable direction without eliminating the family value that is the main symbol of the competition carried out at the village level.

## CONCLUSION

**Fundamental Finding :** The cooperation of volleyball players in the Prestige Match League requires strengthening in terms of law, especially in the preparation of a valid written contract design with a clear legal basis and a structured contract design so that it can provide legal protection for the parties and minimize potential disputes. From a civil law perspective, the legal relationship established between the volleyball player and the village government is a legally binding anonymous agreement if it meets the elements contained in Article 1320 of the Civil Code and the principle of freedom of contract in Article 1338 of the Civil Code. In addition, Law 11/22 on sports can also be used as a guideline for legal protection of the rights that should be obtained by players. The preparation of a simple contract design in this study is adjusted to the character of the Prestige Action League and is guided by the elements of essentialia, naturalia and aksidentalialia in its making. The contract design is created to provide legal certainty, provide protection for the rights and obligations of the parties and prevent potential conflicts. **Implication :** The village government can implement the use of written contracts when collaborating with volleyball players from outside as a form of providing legal certainty, transparency, and protection of rights and obligations for the parties. The simple contract design created in the study can be used on an ongoing basis by other villages conducting similar competitions with adjustments that refer to applicable legal provisions. **Limitation :** So far, the cooperation of volleyball players in the Prestige Match League activities in XYZ Village has been carried out orally without a written agreement so that it has the potential to cause disputes because there is no valid legal evidence regarding the rights and obligations between the parties. **Future Research :** Further research can be conducted using an empirical approach to analyze the implementation of written contracts in Prestige Match League matches, especially in cooperation with volleyball players from outside so that it can assess the extent of the parties' legal awareness of the importance of agreements outlined in written contracts.

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