

**ANALISIS YURIDIS TERHADAP ANJURAN MEDIATOR DALAM PENYELESAIAN  
PERSELISIHAN HUBUNGAN INDUSTRIAL ANTARA PT SHARP ELECTRONICS  
INDONESIA DENGAN PUK SP LEM SPSI PT SHARP ELECTRONICS  
INDONESIA PADA DINAS TENAGA KERJA DAN  
TRANSMIGRASI KABUPATEN KARAWANG**

**INTISARI**

**Oleh : Surya Nusa<sup>1</sup>, Ari Hernawan<sup>2</sup>**

Penelitian ini bertujuan untuk mengetahui dan menganalisis penyelesaian perselisihan hubungan industrial atas perselisihan kepentingan terkait dengan perubahan ketentuan dalam PKB PT Sharp Electronics Indonesia yang telah dinyatakan gagal dalam perundingan bipartite. Tujuan lain dari penelitian ini adalah untuk mengetahui dan menganalisis pemenuhan asas cepat, tepat, adil dan murah sebagai upaya perwujudan kepastian hukum bagi para pihak dalam anjuran Nomor: 565/3923/HI-S tanggal 11 Juli 2019 mengenai perselisihan hubungan industrial antara PT Sharp Electronics Indonesia dengan PUK SP LEM SPSI PT Sharp Electronics Indonesia yang dikeluarkan oleh Mediator Hubungan Industrial Kabupaten Karawang.

Penelitian ini merupakan penelitian normatif empiris yang bersifat deskriptif. Penelitian ini dilakukan dengan penelitian kepustakaan untuk memperoleh data sekunder dengan cara studi dokumen atas bahan hukum primer dan sekunder. Penelitian lapangan juga dilakukan untuk memperoleh data primer melalui wawancara dengan Responden dan Narasumber dengan mempergunakan alat berupa pedoman wawancara. Data hasil penelitian yang diperoleh dari penelitian kepustakaan dan lapangan dianalisis secara kualitatif dan disajikan secara deskriptif.

Kesimpulan penelitian ini adalah pertama, penyelesaian perselisihan hubungan industrial sebagaimana yang ditetapkan dalam UUPPHI secara prosedural tidak baku dan teguh. Berdasarkan penyelesaian perselisihan kepentingan yang terjadi antara PT Sharp Electronics Indonesia dengan PUK SP LEM SPSI PT Sharp Electronics Indonesia disimpulkan bahwa sekalipun suatu perselisihan hubungan industrial telah dilaksanakan melalui proses mediasi hubungan industrial dan telah dikeluarkannya anjuran beserta risalah mediasi hubungan industrial, perselisihan tersebut dapat diselesaikan kembali dalam perundingan bipartite. Kedua, asas cepat, tepat, adil dan murah sebagai upaya perwujudan kepastian hukum penyelesaian perselisihan hubungan industrial dalam anjuran Nomor: 565/3923/HI-S tanggal 11 Juli 2019 yang dikeluarkan oleh Mediator Hubungan Industrial Kabupaten Karawang belum terpenuhi secara optimal, karena masih terdapatnya kondisi – kondisi yang belum terakomodir oleh UUPPHI.

**Kata Kunci :** Anjuran, Mediator, Penyelesaian, Perselisihan Hubungan Industrial, Kepastian Hukum

---

<sup>1</sup> Mahasiswa Program Pascasarjana Magister Ilmu Hukum Bisnis Fakultas Hukum Universitas Gadjah Mada Yogyakarta

<sup>2</sup> Dosen Program Pascasarjana Magister Ilmu Hukum Bisnis Fakultas Hukum Universitas Gadjah Mada Yogyakarta.

***JURIDICAL ANALYSIS OF THE MEDIATOR'S RECOMMENDATIONS IN  
RESOLVING INDUSTRIAL RELATIONS DISPUTES BETWEEN PT  
SHARP ELECTRONICS INDONESIA AND PUK SP LEM SPSI  
PT SHARP ELECTRONICS INDONESIA AT THE  
MANPOWER OFFICE AND TRANSMIGRATION  
OF KARAWANG REGENCY***

***ABSTRACT***

***By : Surya Nusa<sup>1</sup>, Ari Hermawan<sup>2</sup>***

*This study aims to find out and analyze the settlement of industrial relations disputes of interest disputes related to changes in the provisions in the PKB of PT Sharp Electronics Indonesia which have been declared unsuccessful in bipartite negotiations. Another purpose of this study is to find out and analyze of the fast, precise, fair and cheap principle as an effort to ensure legal certainty for the parties in the recommendation of Number: 565/3923/HI-S dated July 11, 2019 regarding industrial dispute between PT Sharp Electronics Indonesia with PUK SP LEM SPSI PT Sharp Electronics Indonesia issued by the Industrial Relations Mediator of Karawang Regency.*

*This research is a descriptive empirical normative research. This research was conducted by means of library research to obtain secondary data by means of document studies on primary and secondary legal materials. Field research was also conducted to obtain primary data through interviews with respondents and resource persons with the help of tools in the form of interview guidelines. The research data obtained from library and field research were analyzed qualitatively and presented descriptively.*

*The conclusions of this study are first, the procedure of industrial relation dispute settlement according to the Law of PPHI is not fix and firm. Based on the settlement of the interest dispute that occurred between PT Sharp Electronics Indonesia and PUK SP LEM SPSI PT Sharp Electronics Indonesia, it was concluded that even if an industrial relations dispute has been carried out through an industrial relations mediation process and a recommendation and minutes of industrial relations mediation have been issued, the dispute can be resolved again within bipartite negotiations. Second, the principle of fast, precise, fair and cheap as an effort to realize legal certainty in the settlement of industrial relations disputes in the recommendation Number: 565/3923/HI-S dated July 11, 2019 issued by the Industrial Relations Mediator of Karawang Regency has not been fulfilled optimally, because there are still conditions that have not been accommodated by UUPPHI.*

***Keywords:*** Recommendation, Mediator, Settlement, Industrial Relations Disputes, Legal Certainty

---

<sup>1</sup> Students of the Postgraduate Masters Program in Business Law, Faculty of Law, Gadjah Mada University, Yogyakarta

<sup>2</sup> Lecturer of the Postgraduate Masters Program in Business Law, Faculty of Law, Gadjah Mada University, Yogyakarta