

**Tinjauan Yuridis Penyerahan Sebagian Pelaksanaan  
Pekerjaan (Alih Daya/*Outsourcing*) Oleh PT PLN  
(Persero) Kepada Anak Perusahaannya  
(PT Haleyora Power)**

Intisari

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis implemementasi penyerahan sebagian pelaksanaan pekerjaan (alih daya/*outsourcing*) oleh PT PLN (Persero) kepada salah satu anak perusahaannya (PT Haleyora Power), serta akibat pengaturan status pekerja alih daya/*outsourcing* terhadap hak dan kewajibannya.

Penelitian ini merupakan penelitian normatif empiris yang bersifat deskriptif. Penelitian normatif dilakukan melalui penelitian kepustakaan untuk mendapatkan data sekunder berupa bahan hukum primer dan bahan hukum sekunder melalui studi dokumen. Penelitian empiris dilakukan melalui penelitian lapangan dengan wawancara terhadap responden dan narasumber dengan mempergunakan alat berupa pedoman wawancara. Hasil penelitian kepustakaan dan lapangan dianalisis secara kualitatif dan disajikan secara deskriptif.

Hasil penelitian menunjukkan pertama, implementasi penyerahan sebagian pelaksanaan pekerjaan (alih daya/*outsourcing*) oleh PT PLN (Persero) kepada anak perusahaannya (PT Haleyora Power) tidak sesuai peraturan perundang-undangan di bidang ketenagakerjaan karena PT Haleyora Power mengalihkan sebagian/seluruh pekerjaan yang diserahkan tersebut kepada PT Haleyora Powerindo selaku anak perusahaan PT Haleyora Power, dimana hubungan hukum antara PT PLN (Persero) dengan PT Haleyora Powerindo tidak ada. Kedua, akibat pengaturan status pekerja yang didasarkan dengan Perjanjian Waktu Kerja Tidak Tertentu (PKWTT) terhadap hak dan kewajiban pekerja adalah baik pekerja langsung maupun pekerja tidak langsung (pekerja alih daya/*outsourcing*) mempunyai hak dan kewajiban yang sama sesuai Peraturan Perusahaan (PP) PT Haleyora Powerindo walaupun terdapat perbedaan dalam proses pengangkatan pekerja pada PT Haleyora Powerindo.

**Kata Kunci : Alih Daya, Pengalihan Pekerjaan, Status Pekerja**

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## **Juridical Review of Submission of Part of Work Implementation (Outsourcing) by PT PLN (Persero) To its Subsidiary (PT Haleyora Power)**

Abstract

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The purpose of this research was to determine and analyze the implementation of the delivery of part of the work implementation (outsourcing) by PT PLN (Persero) to one of its subsidiary companies (PT Haleyora Power), as well as the consequences of setting the status of outsourcing workers on their rights and obligations.

This research is a descriptive normative empirical research. Normative research is conducted through library research to obtain secondary data in the form of primary legal materials and secondary legal materials through document study. Empirical research was conducted through field research by interviewing respondents and resource persons using a tool in the form of an interview guide. The results of the literature and field research were analyzed qualitatively and presented descriptively.

The results showed that the first implementation of the handover of part of the work implementation (outsourcing) by PT PLN (Persero) to its subsidiary (PT Haleyora Power) was not in accordance with the laws and regulations because PT Haleyora Power transferred part / all of the work submitted to PT. Haleyora Powerindo as a subsidiary of PT Haleyora Power, where the legal relationship between PT PLN (Persero) and PT Haleyora Powerindo does not exist. Second, the result of setting the status of workers based on an Unspecified Working Time Agreement (PKWTT) on the rights and obligations of workers is that both direct workers and indirect workers (outsourcing / outsourcing workers) have the same rights and obligations according to the PT Company Regulation (PP). Haleyora Powerindo, although there are differences in the process of hiring PT Haleyora Powerindo employees.

**Keywords : Outsourcing, Job Transfer, Worker Status**

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