

**PENERAPAN PELINDUNGAN HUKUM ATAS STATUS
KETENAGAKERJAAN PEKERJA SATUAN
PENGAMANAN (SATPAM) *OUTSOURCING*
DI PT BIMA ADIKARYA PERSADA**

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INTISARI

Penelitian ini bertujuan mengkaji perlindungan hukum yang diberikan oleh peraturan perundang-undangan di bidang ketenagakerjaan dan implementasinya terhadap status ketenagakerjaan pekerja satuan pengamanan (satpam) *outsourcing* di PT Bima Adikarya Persada (PT. BAP).

Penelitian ini merupakan penelitian normatif empiris yang bersifat deskriptif. Penelitian normatif dilakukan untuk mendapatkan data sekunder atas berbagai bahan hukum primer dan sekunder dengan mempergunakan alat studi dokumen. Penelitian empiris dilakukan untuk mendapatkan data primer dengan cara wawancara terhadap subyek penelitian, baik responden maupun narasumber, dengan alat berupa pedoman wawancara. Data hasil penelitian dianalisis secara kualitatif dan disajikan secara deskriptif.

Penelitian ini menyimpulkan pertama, perlindungan hukum yang diberikan peraturan perundang-undangan terhadap status ketenagakerjaan pekerja satpam *outsourcing* terdiri dari perlindungan hukum preventif dan perlindungan hukum represif, namun bagi status ketenagakerjaan pekerja satpam, ketentuannya memiliki perbedaan dalam hal waktu kerja dan hak untuk berserikat. Kedua, perlindungan hukum bagi status ketenagakerjaan satpam *outsourcing* di PT. BAP belum sepenuhnya diimplementasikan sesuai dengan peraturan perundang-undangan dalam hal pemberlakuan perjanjian kerja waktu tertentu (PKWT) bagi satpam, PHK terhadap satpam yang mengalami sakit berkepanjangan, dan larangan bagi satpam untuk menjadi anggota serikat pekerja/buruh.

Kata Kunci: *Outsourcing*, Satuan Pengamanan, Status Ketenagakerjaan, Pelindungan Hukum.

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***LEGAL PROTECTION IMPLEMENTATION
FOR OUTSOURCING SECURITY WORKERS
IN PT BIMA ADIKARYA PERSADA***

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ABSTRACT

This study aims to examine the legal protection provided by legislation in the field of manpower and its implementation on the employment status of the employee of the outsourcing security unit at PT Bima Adikarya Persada (PT. BAP).

This research is a descriptive empirical normative research. Normative research was conducted to obtain secondary data on various primary and secondary legal materials by using document study tools. Empirical research was conducted to obtain primary data by means of interviews to research subjects, both respondents and sources, with a tool in the form of interview guidelines. The research data were analyzed qualitatively and presented descriptively.

This study concludes, firstly, the legal protection provided by laws and regulations on the employment status of the employee of outsourcing security guards consists of preventive legal protection and repressive legal protection, but for security guard employment status, the provisions have differences in terms of working time and the right to associate. Second, legal protection for the employment status of outsourced security guards at PT. The BAP has not been fully implemented in accordance with the laws and regulations in terms of the application of certain time work agreements (PKWT) for security guards, layoffs of security guards who experience prolonged illness, and prohibitions for security guards to become members of trade/labor unions.

Key Words: Outsourcing, Security Workers, Employment Status, Legal Protection.

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