

## INTISARI

Pandemi COVID-19 tidak hanya berdampak buruk bagi kesehatan global namun juga berdampak pada sektor ketenagakerjaan, salah satunya adalah terjadinya perubahan sistem kerja dan tempat kerja pada masa pandemi Covid-19 yaitu *Working From Home/ Working From Anywhere/Hybrid*. Penelitian ini membahas tentang Pandemi Covid-19 dan Dinamika Perubahan Tata Kelola Sistem Pengawasan Ketenagakerjaan yang terjadi di Indonesia khususnya di wilayah Daerah Istimewa Yogyakarta, yang dilakukan dengan cara komparasi pelaksanaan Sistem Pengawasan Ketenagakerjaan di Indonesia sebelum Pandemi Covid-19, pada saat terjadi pandemi Covid-19 dan setelah memasuki era *New Norm*. Penelitian ini, tidak sebatas menjelaskan mengenai Sistem Pengawasan Ketenagakerjaan di masa pandemi namun juga akan menjelaskan secara lebih mendalam bagaimana efektivitas Sistem Pengawasan Ketenagakerjaan di masa pandemi Covid-19 dan implementasinya di daerah dengan dirasakannya manfaat oleh sasaran kebijakan.

Penelitian ini menggunakan metode penelitian deskriptif kualitatif dengan pendekatan studi kasus. Subyek Penelitian adalah Pegawai Pengawas Ketenagakerjaan, Pejabat Struktural di Dinas Tenaga Kerja dan Transmigrasi DIY, Pejabat Struktural Kementerian Ketenagakerjaan RI, tenaga kerja dan Perusahaan di DIY. Pengumpulan data dilakukan dengan metode observasi, wawancara dan dokumentasi. Analisa data kualitatif yang diperoleh dengan metode wawancara mendalam dan observasi dilakukan dengan metode analisis dan interpretasi data dilakukan deskripsi detail mengenai kasus dan setting.

Untuk mengetahui efektivitas suatu kebijakan, penting untuk dilakukan pengukuran dari empat indikator, yaitu indikator *input, process, outputs* dan *outcomes*. Hasil penelitian menunjukkan bahwa Sistem Pengawasan Ketenagakerjaan Indonesia di masa pandemi COVID-19 mengalami perubahan metode pada tata cara pengawasan ketenagakerjaan. Sistem Pengawasan Ketenagakerjaan di masa pandemi ini efektif dalam proses Pembinaan dan Pemeriksaan Norma Ketenagakerjaan namun tidak efektif untuk pengujian Obyek K3 dan Proses Penyidikan ketika metode yang dilakukan secara daring dikarenakan dalam melakukan penyelidikan harus dilakukan langsung ke lapangan, pengambilan keterangan saksi dan gelar perkara melibatkan instansi lain.

**Kata Kunci :** Pandemi Covid-19, Sistem Pengawasan Ketenagakerjaan, Dinamika Perubahan, *Working From Home/ Working From Anywhere/Hybrid*, Efektifitas Sistem Pengawasan Ketenagakerjaan

## ABSTRACT

*The COVID-19 pandemic has not only had a negative impact on global health but has also had an impact on the employment sector, one of which is the change in work systems and workplaces during the Covid-19 pandemic, namely Working From Home/Working From Anywhere/Hybrid. This research discusses the Covid-19 Pandemic and the Dynamics of Changes in the Governance of the Labor Inspection System that occurred in Indonesia, especially in the Special Region of Yogyakarta, which was carried out by means of a comparison of the implementation of the Labor Inspection System in Indonesia before the Covid-19 Pandemic, during the Covid-19 pandemic. 19 and after entering the New Norm era. This research is not limited to explaining the Labor Inspection System during the pandemic but will also explain in more depth how the effectiveness of the Labor Inspection System during the Covid-19 pandemic and its implementation in the regions is felt by the policy targets.*

*This study uses a qualitative descriptive research method with a case study approach. The research subjects were Labor Inspectors, Structural Officers at the Yogyakarta Manpower and Transmigration Office, Structural Officers of the Indonesian Ministry of Manpower, workers and companies in DIY. Data collection was carried out by observation, interview and documentation methods. Analysis of the qualitative data obtained by in-depth interviews and observations was carried out using the method of analysis and interpretation of the data, detailed descriptions of the cases and settings were carried out.*

*To determine the effectiveness of a policy, it is important to measure four indicators, namely input, process, output and outcomes indicators. The results of the study show that the Indonesian Labor Inspection System during the COVID-19 pandemic underwent a method change in the procedures for labor inspection. The Labor Inspection System during this pandemic was effective in the process of Guiding and Examining Labor Norms but not effective for testing K3 Objects and Investigation Processes when the method is carried out online because conducting investigations must be carried out directly to the field, taking witness statements and case titles involving other agencies .*

*Keywords: Covid-19 Pandemic, Labor Inspection System, Dynamics of Change, Working From Home/ Working From Anywhere/Hybrid, Effectiveness of the Labor Inspection System*

