

**PENGATURAN WAKTU KERJA DALAM HUBUNGAN KEMITRAAN  
ANTARA PERUSAHAAN *MARKETPLACE* DENGAN MITRA KURIR  
PENGEMUDI MOTOR**

**INTISARI**

Oleh:

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Penelitian ini bertujuan untuk mengetahui dan menganalisis fleksibilitas pengaturan waktu kerja yang diterapkan perusahaan *marketplace* dalam memberikan perlindungan hukum bagi mitra kurir pengemudi motor. Penelitian ini juga bertujuan untuk mengetahui dan menganalisis pengaturan sebaiknya waktu kerja mitra kurir pengemudi motor agar seimbang dengan kewajibannya.

Penelitian ini merupakan penelitian normatif-empiris yang bersifat deskriptif. Penelitian normatif dilakukan dengan penelitian kepustakaan untuk mendapatkan data sekunder dari berbagai sumber hukum primer, sekunder, dan tersier dengan alat berupa studi dokumen. Penelitian empiris dilakukan dengan penelitian lapangan untuk mendapatkan data primer dengan cara wawancara terhadap subyek penelitian yaitu responden dan narasumber dengan alat berupa pedoman wawancara. Data hasil penelitian dianalisis secara kualitatif dan disajikan secara deskriptif.

Berdasarkan hasil penelitian ini, dapat disimpulkan bahwa pertama, fleksibilitas pengaturan waktu kerja yang diterapkan perusahaan *marketplace* belum cukup memberikan perlindungan hukum internal bagi mitra kurir pengemudi motor. Mitra kurir pengemudi motor juga belum cukup mendapatkan perlindungan hukum eksternal karena ketiadaan perundang-undangan yang mengatur terkait pengaturan waktu kerja mitra kurir pengemudi motor. Kedua, hubungan kemitraan antara perusahaan *marketplace* dengan mitra kurir pengemudi tidak seimbang karena adanya ketimpangan posisi tawar dan perjanjian kemitraan yang dibuat secara baku.

Kata kunci: Mitra kurir, perusahaan *marketplace*, hubungan kemitraan, fleksibilitas

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***REGULATIONS ON WORKING HOUR IN A PARTNERSHIP BETWEEN  
MARKETPLACE CORPORATION AND MOTORCYCLE COURIER***

***ABSTRACT***

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*This research aims to find out and examine the flexibility of working hours implemented by marketplace corporations to protect their motorcycle couriers. This research also aims to find out and analyze a better regulation on working hours for motorcycle couriers which balances out their responsibilities.*

*This is descriptive research which is conducted using normative-empirical research method. Normative research is conducted by doing library research to gain secondary data from various primary, secondary, and tertiary sources of law using document study as a tool. Empirical research is conducted by doing field research to gain primary data from interviews with research subjects, both respondents and source person using interview guidelines as a tool. The research data is analyzed by using qualitative methods and is presented using descriptive methods.*

*Based on the results of this research, it can be concluded that firstly, flexibility in working hour regulation implemented by marketplace corporation is not yet sufficient to give motorcycle couriers internal legal protection. Motorcycle couriers also have not yet received adequate external legal protection because there is an absence of legislation regarding the regulations on working hours for motorcycle couriers. Secondly, the partnership between marketplace corporations and their motorcycle couriers is not properly balanced because there is a disparity of bargaining position, and the partnership agreement is standardized.*

*Keywords: Courier, marketplace corporations, partnership, flexibility*

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