

PENERAPAN ASAS PROPORSIONALITAS DALAM PERJANJIAN KERJA ANTARA BARISTA DAN PENGUSAHA *COFFEE SHOP* DI KECAMATAN DEPOK, KABUPATEN SLEMAN, DAERAH ISTIMEWA YOGYAKARTA

Jovita Agnes Glorya¹Annisa Syaufika Yustisia Ridwan²

INTISARI

Penelitian ini bertujuan untuk mengetahui penerapan asas proporsionalitas dan hambatan serta tantangan penerapan asas proporsionalitas dalam perjanjian kerja antara barista dan pengusaha *coffee shop* di Kecamatan Depok, Kabupaten Sleman, Daerah Istimewa Yogyakarta.

Dalam penelitian ini menggunakan dua jenis penelitian yaitu penelitian kepustakaan untuk memperoleh data sekunder dan penelitian lapangan untuk memperoleh data primer dengan pendekatan yuridis-empiris. Penelitian ini bersifat deskriptif analitis dengan metode analisis kualitatif-deskriptif untuk memberikan gambaran dan penjelasan secara komprehensif mengenai penerapan asas proporsionalitas dan hambatan serta tantangan dalam penerapan asas proporsionalitas yang dikaitkan dengan teori hukum serta peraturan perundang-undangan terkait.

Dari penelitian ini, diketahui bahwa; Pertama, penerapan asas proporsionalitas dalam perjanjian kerja antara barista dan pengusaha *coffee shop* di Kecamatan Depok, Kabupaten Sleman, Daerah Istimewa Yogyakarta tidak memenuhi kriteria asas proporsionalitas. Kriteria yang tidak terpenuhi dapat direduksi melalui perumusan perjanjian yang sesuai dengan peraturan perundang-undangan terkait. Kedua, tantangan dan hambatan dalam penerapan asas proporsionalitas berkaitan dengan kurangnya waktu dan tenaga untuk negosiasi, tingginya beban operasional, dan kurangnya kesadaran pekerja tentang hak-haknya.

Kata Kunci: Perjanjian Kerja, Proporsionalitas, *Coffee Shop*

¹ Mahasiswa Program Sarjana Strata-1(S-1) Hukum, Konsentrasi Hukum Perdata, Universitas Gadjah Mada.

² Dosen Bagian Perdata Fakultas Hukum, Universitas Gadjah Mada.

IMPLEMENTATION OF THE PRINCIPLE OF PROPORTIONALITY IN THE EMPLOYMENT AGREEMENT BETWEEN BARISTA AND COFFEE SHOP OWNER IN DEPOK DISTRICT, SLEMAN REGENCY, SPECIAL REGION OF YOGYAKARTA

Jovita Agnes Glorya¹ Annisa Syaufika Yustisia Ridwan²

ABSTRACT

This research aims to determine the implementation of the principle of proportionality of contract and the obstacles and challenges in applying the principle of proportionality in employment agreements between barista and coffee shop owners in the Depok District, Sleman Regency, Special Region of Yogyakarta.

This study uses two types of research: literature review to obtain secondary data and field research to gather primary data using a juridical-empirical approach. It is a descriptive-analytical study with a qualitative-descriptive analysis method to provide a comprehensive overview and explanation of the application of the principle of proportionality, as well as the obstacles and challenges associated with legal theories and relevant regulations.

From this research, it is found that; First, the implementation of the principle of proportionality in employment agreements between barista and coffee shop owners in the Depok District, Sleman Regency, Special Region of Yogyakarta does not meet the criteria of proportionality. The criteria that are not met can be addressed through formulating agreements by relevant regulations. Second, challenges and obstacles in the application of the principle of proportionality are related to the lack of time and energy for negotiations, high operational burdens, and employees' insufficient awareness of their rights.

Keywords: Employment Agreement, Proportionality, Coffee Shop

¹ Bachelor Degree Student at Civil Law Department, Faculty of Law Universitas Gadjah Mada, Yogyakarta.

² Lecturer at Civil Law Department, Faculty of Law Universitas Gadjah Mada, Yogyakarta.