

**PELINDUNGAN HAK ATAS PESANGON BAGI PEKERJA C.V. NOKU
ANUGRAH SEMESTA YOGYAKARTA YANG DIPUTUS HUBUNGAN
KERJA DENGAN ALASAN COVID 19 PASCA UNDANG-UNDANG
NOMOR 11 TAHUN 2020 TENTANG CIPTA KERJA**

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INTISARI

Penelitian tesis ini bertujuan untuk mengetahui dan menganalisis dapat tidaknya Pandemi Covid-19 sebagai alasan secara hukum bagi pekerja untuk diputus hubungan kerja berdasarkan UU Cipta Kerja. Tujuan lain dari penelitian ini adalah untuk mengetahui dan menganalisis implementasi pelindungan hukum hak atas pesangon bagi pekerja C.V. Noku Anugrah Semesta Yogyakarta yang diputus hubungan kerja pasca UU Cipta Kerja.

Penelitian tesis ini merupakan penelitian normatif empiris yang bersifat deskriptif. Penelitian dilakukan melalui penelitian kepustakaan dan pendekatan kasus. Data yang dipakai dalam penelitian ini adalah data sekunder yang terdiri dari bahan hukum primer, bahan hukum sekunder dan bahan hukum tersier. Penelitian didukung dengan wawancara terhadap responden dan narasumber mempergunakan alat berupa pedoman wawancara. Data hasil penelitian dianalisis secara kualitatif.

Hasil penelitian menunjukkan pertama, Pandemi Covid-19 tidak dapat dijadikan alasan pemutusan hubungan kerja. Pemutusan hubungan kerja dapat dilakukan dengan alasan efisiensi yang dikarenakan Pandemi Covid-19 berdasarkan UU Cipta Kerja. Kedua, pelindungan hukum hak atas pesangon bagi pekerja C.V. Noku Anugrah Semesta Yogyakarta yang diputus hubungan kerja pasca UU Cipta Kerja belum sepenuhnya implementatif. Pekerja belum sepenuhnya terlindungi haknya, beberapa hak yang tidak diberikan seperti uang penggantian hak yang seharusnya diterima dan uang penghargaan masa kerja.

Kata kunci : PHK, Pandemi Covid-19, Cipta Kerja, Pesangon.

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*PROTECTION OF THE RIGHT TO SEVERANCE PAY FOR EMPLOYEES C.V.
NOKU ANUGRAH SEMESTA YOGYAKARTA WHO TERMINATED
EMPLOYMENT FOR REASONS OF COVID 19 POST LAW NUMBER 11 OF
2020 CONCERNING JOB CREATION*

By

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ABSTRACT

This thesis research aims to find out and analyze whether or not the Covid-19 Pandemic can be a legal reason for workers to be terminated from employment based on the Job Creation Law. Another aim of this research is to determine and analyze the implementation of legal protection of the right to severance pay for C.V. workers. Noku Anugrah Semesta Yogyakarta whose employment relationship was terminated after the Job Creation Law.

This thesis research is descriptive empirical normative research. The research was carried out through library research and a case approach. The data used in this research is secondary data consisting of primary legal materials, secondary legal materials and tertiary legal materials. The research was supported by interviews with respondents and resource persons using tools in the form of interview guides. The research data was analyzed qualitatively.

The research results show that first, the Covid-19 Pandemic cannot be used as a reason for termination of employment. Termination of employment can be carried out for reasons of efficiency due to the Covid-19 Pandemic based on the Job Creation Law. Second, the legal protection of the right to severance pay for workers of C.V. Noku Anugrah Semesta Yogyakarta whose employment has been terminated after the Job Creation Law has not been fully implemented. Workers have not fully protected their rights, some rights are not given such as compensation for rights that should be received and long service awards.

Keyword : Layoffs, Covid-19 Pandemic, Job Creation, Severance Pay

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