

**Tinjauan Terhadap Putusan Pengadilan Terkait Penafsiran Hubungan  
Kerja (Studi Putusan Pengadilan Negeri Nomor 151/PDT.SUS-PHI/2023/PN  
MDN Dan Putusan Mahkamah Agung Nomor 250 K/PDT.SUS-PHI/2024)**

Oleh :

Nabila Hanum Zandrbonita<sup>1</sup> dan Murti Pramuwardhani Dewi<sup>2</sup>

**INTISARI**

Penelitian hukum ini bertujuan untuk mengetahui dan menganalisis Putusan Nomor 151/PDT.SUS-PHI/2023/PN MDN dan Putusan Mahkamah Agung Nomor 250 K/PDT.SUS-PHI/2024 mengenai penafsiran hubungan kerja. Fokus penelitian adalah dasar pertimbangan hakim menafsirkan alat bukti dan fakta persidangan untuk menentukan adanya hubungan kerja, serta mengetahui dan menganalisis penerapan kepastian hukum dalam putusan Mahkamah Agung yang telah inkraucht.

Penelitian ini merupakan penelitian yuridis normatif yang bersifat deskriptif. Penelitian ini dilakukan dengan cara penelitian kepustakaan untuk mendapatkan data sekunder berupa bahan hukum primer dan sekunder dengan alat berupa studi dokumen. Penelitian ini didukung wawancara terhadap narasumber yang berkaitan di bidangnya dengan alat berupa pedoman wawancara. Data yang terkumpul kemudian dianalisis secara kualitatif.

Hasil penelitian ini menunjukkan perbedaan penafsiran antara pengadilan tingkat pertama yang menilai tidak adanya hubungan kerja berdasarkan syarat materiil dan formal, dengan Mahkamah Agung yang menganggap hubungan kerja ada meskipun tanpa perjanjian tertulis, mengacu pada bukti slip gaji, kepesertaan BPJS, dan surat perintah tugas. Perbedaan putusan ini menimbulkan pertanyaan mengenai kepastian hukum penafsiran hubungan kerja.

**Kata Kunci : Hubungan Kerja, Perselisihan Industrial, Pertimbangan Hakim, Kepastian Hukum.**

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<sup>1</sup> Mahasiswa Departemen Hukum Perdata, Program Sarjana, Fakultas Hukum Universitas Gadjah Mada, Sleman, Daerah Istimewa Yogyakarta.

<sup>2</sup> Dosen Departemen Hukum Perdata di Fakultas Hukum Universitas Gadjah Mada, Jl. Sosio Yustisia No. 1, Bulaksumur, Sleman, Daerah Istimewa Yogyakarta

***Review of Court Decisions Regarding the Interpretation of Employment  
Relationships (Study of Medan District Court Decision Number 151/PDT.SUS-  
PHI/2023/PN MDN and Supreme Court Decision Number 250 K/PDT.SUS-  
PHI/2024)***

By:

Nabila Hanum Zandrabonita<sup>1</sup> dan dan Murti Pramuwardhani Dewi<sup>2</sup>

**ABSTRACT**

*This legal research aims to examine and analyze Decision Number 151/PDT.SUS-PHI/2023/PN MDN and Supreme Court Decision Number 250 K/PDT.SUS-PHI/2024 concerning the interpretation of employment relationships. The focus of this research is on the judicial considerations in interpreting evidence and trial facts to determine the existence of an employment relationship, as well as on examining and analyzing the application of legal certainty in the Supreme Court's final and binding decision (inkracht).*

*This research is a descriptive normative juridical research. This research is conducted by means of library research to obtain secondary data in the form of primary, secondary and tertiary legal materials with tools in the form of document studies. This research is supported by interviews with relevant sources in their fields with tools in the form of interview guidelines. The research data was analyzed qualitatively.*

*The findings of this research reveal a divergence in interpretation: the first-instance court held that no employment relationship existed based on material and formal requirements, while the Supreme Court found that an employment relationship was established even without a written contract, relying on evidence such as pay slips, BPJS membership, and work orders. This divergence raises questions regarding the legal certainty of interpreting employment relationships.*

***Keyword : Employment Relationship, Industrial Dispute, Judicial Consideration, Legal Certainty***

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<sup>1</sup> Undergraduate Law Student of Civil Law Department, Degree Program, Faculty of Law, Gadjah Mada University, Sleman, Daerah Istimewa Yogyakarta.

<sup>2</sup> Lecturer of civil law Department at Faculty of Law, Gadjah Mada University, Jalan Sosio Yustisia No. 1, Bulaksumur, Sleman, Daerah Istimewa Yogyakarta