

INTISARI

PERLINDUNGAN HUKUM TERHADAP HAK CUTI MELAHIRKAN BAGI PERAWAT PEREMPUAN DI RSUD PKU MUHAMMADIYAH BANTUL

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Penelitian ini bertujuan untuk mengetahui diberikan tidaknya perlindungan hukum terhadap hak cuti melahirkan bagi perawat perempuan dalam Perjanjian Kerja di RSUD PKU Muhammadiyah Bantul. Penelitian ini juga bertujuan untuk mengetahui pelaksanaan perlindungan hukum terhadap hak cuti melahirkan bagi perawat perempuan di RSUD PKU Muhammadiyah Bantul.

Penelitian ini merupakan penelitian normatif - empiris. Penelitian normatif dilakukan melalui penelitian kepustakaan atas berbagai bahan hukum melalui studi dokumen. Penelitian empiris dilakukan melalui penelitian lapangan dengan melakukan wawancara kepada responden dan narasumber dengan mempergunakan pedoman wawancara. Data hasil penelitian lapangan dan kepustakaan dianalisis secara kualitatif. Hasil analisis disajikan secara deskriptif sehingga menghasilkan uraian yang bersifat deskriptif kualitatif.

Hasil penelitian menunjukkan, pertama, Perjanjian Kerja antara Perawat Perempuan dengan RSUD PKU Muhammadiyah Bantul belum memberikan perlindungan hukum terkait hak cuti melahirkan bagi perawat perempuan disebabkan pihak Rumah Sakit PKU Muhammadiyah Bantul telah mengatur hal tersebut dalam Peraturan Perusahaan RSUD PKU Muhammadiyah Bantul. Kedua, pelaksanaan perlindungan hukum terhadap hak cuti melahirkan bagi perawat perempuan di RSUD PKU Muhammadiyah Bantul belum sepenuhnya sesuai disebabkan pelaksanaannya didasarkan pada Peraturan Perusahaan yang pengaturannya tidak sepenuhnya sesuai Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan dan peraturan pelaksanaan.

Kata Kunci : Perawat; Perlindungan Hukum; Hak Cuti Melahirkan; Pekerja Perempuan;

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ABSTRACT

LEGAL PROTECTION OF MATERNITY LEAVE RIGHTS FOR WOMEN NURSES AT HOSPITAL OF PKU MUHAMMADIYAH BANTUL

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This study aims to determine the given or not of the legal protection of maternity leave rights of women nurses in the Employment Agreement. This study also aims to know the implementation of the maternity leave rights for women nurses in Hospital of PKU Muhammadiyah Bantul.

The applied research type was Normative-Empirical. The normatif study was done through research document on a variety of law substances through study of document. The Empirical study was done by means of field study through interviewing to respondent and informant using interview guidelines. The data of field study and document were analyzed in qualitative.

The result of this study showed, first, the Employment Agreement between women nurses with Hospital of PKU Muhammadiyah Bantul wasn't yet giving legal protection of maternity leave rights for women nurses because of the Hospital PKU Muhammadiyah Bantul arranged in the Company Regulations of Hospital PKU Muhammadiyah Bantul. Second, the implementation of the legal protection of maternity leave rights for women nurses at hospital of PKU Muhammadiyah Bantul is not entirely appropriate because of the implementation based on Company Regulations that the regulation not entirely appropriate with Act of Number 13 Year 2003 concerning Manpower and the implementing regulation.

Key word : Nurse; Legal Protection; Maternity Leave Rights; Women Workers;

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