

INTISARI

PELAKSANAAN HUBUNGAN KERJA DAN PERLINDUNGAN HUKUM BAGI PEKERJA BERDASARKAN PERJANJIAN KERJA TIDAK TERTULIS DI SAGAN DAK GALBI

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Penelitian hukum ini bertujuan untuk mengetahui dan menganalisis tentang pelaksanaan hubungan kerja dan perlindungan hukum bagi pekerja berdasarkan perjanjian kerja yang dibuat secara lisan atau tidak tertulis di Sagan Dak Galbi.

Penelitian ini menggunakan metode normatif empiris dan bersifat deskriptif. Penelitian normatif dilakukan dengan cara penelitian kepustakaan untuk mendapatkan data sekunder dari berbagai bahan hukum baik primer, sekunder dan tersier. Penelitian empiris dilakukan melalui penelitian lapangan untuk mendapatkan data primer dengan cara wawancara kepada subjek penelitian dengan menggunakan pedoman wawancara. Data yang diperoleh dari hasil penelitian, kemudian dianalisis secara deskriptif kualitatif. Data yang terkumpul dianalisis dan diseleksi sesuai dengan permasalahan yang diteliti, kemudian data-data tersebut dihubungkan satu sama lain. Setelah itu, hasil penelitian akan dipaparkan secara deskriptif.

Hasil penelitian menunjukkan: 1) Pelaksanaan hubungan kerja di Sagan Dak Galbi belum sesuai dengan yang diperjanjikan dalam perjanjian kerja, yaitu ada penyimpangan baik dari pengusaha dan pekerja. 2) Pengusaha Sagan Dak Galbi belum memberikan perlindungan hukum sesuai peraturan perundang-undangan yang berlaku sehingga pekerja tidak mendapatkan hak-hak yang seharusnya didapatkan.

Kata kunci: Perjanjian kerja, Hubungan kerja, Perlindungan hukum.

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ABSTRACT

THE IMPLEMENTATION OF EMPLOYMENT RELATIONS AND LEGAL PROTECTION FOR WORKERS BASED ON AN UNWRITTEN EMPLOYMENT AGREEMENT IN SAGAN DAK GALBI

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This legal research is aimed to identify and analyze the implementation of employment relations and legal protection for workers based on verbal or an unwritten employment agreement in Sagan Dak Galbi.

This research used an empirical normative method and the nature of this research is descriptive. Normative research is conducted by library research to obtain secondary data from various legal materials, either primary, secondary and tertiary. Empirical research is conducted by field research to obtain primary data by interviewing the research subjects by referring to the interview guidance. The data obtained from the research results, then was analyzed in qualitative descriptive. The data collected is analyzed and selected according to the problems under this research, then linked to each other. After that, the research results was described descriptively.

The research results indicates: 1) Implementation of the employment relations in Sagan Dak Galbi is not in accordance with was agreed in the employment agreement, there are deviations from both employer and worker. 2) The employer of Sagan Dak Galbi is not providing legal protection in accordance with the applicable legislations, thus the workers do not get the rights that should be obtained.

Key words: An employment agreement, Employment relations, Legal protection.

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