

***THE EFFECT OF AMENDMENT TO THE DECISION OF WORKING  
RELATIONSHIP BY THE ENTREPRENEURS WHEN THE BIPARTITE  
PROCESSES ON RIGHTS OF NORMATIVE WORKERS  
(Case Study of Industrial Relations Court Decision at the Central Jakarta  
District Court Number 105 / Pdt.Sus-PHI.G / 2016 / PN.JKT.PST)***

**ABSTRACT**

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*This study aims to determine and examine the suitability of the actions of employers or employers who replace the reasons for layoffs of workers or laborers during the Bipartite process with legal protection and legal certainty for workers or laborers. Another purpose of this research is to find out and examine the implication of the law by not regulating the problem of whether or not to replace the reasons for layoffs during the bipartite process of the rights obtained by workers or laborers in terms of certainty, expediency and fairness.*

*This research is a normative juridical research with analytical descriptive nature. The data used are secondary data consisting of primary and secondary legal material, and supported by interviews with informants. The data is then analyzed qualitatively which results are presented descriptively.*

*The results showed, first, the actions of employers or employers who replaced the reasons for layoffs of workers or laborers during the Bipartite process were not in accordance with legal protection and legal certainty for workers or laborers. That is because the absence of rules prohibiting changes to the reason for layoffs by employers or employers during the bipartite process makes the entrepreneur potentially commit arbitrary, namely preventing payment of severance pay, years of service awards, and high compensation fees. Second, the implication of not regulating the problem may be to replace the reasons for layoffs when the bipartite process of the rights obtained by workers or laborers is the legal uncertainty of injustice and the uselessness of workers or workers of normative rights that should be accepted.*

**Keyword:** *Termination of Employment, Bipartite, Worker's Normative Rights.*

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