

**TINJAUAN EVALUATIF SISTEM REKRUTMEN PERUSAHAAN
START-UP DI WILAYAH DAERAH ISTIMEWA YOGYAKARTA
DALAM PELAKSAAN KEBIJAKAN KUOTA PENYERAPAN PEKERJA
PENYANDANG DISABILITAS**

INTISARI

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Tren *start-up* yang sedang berkembang saat ini berpotensi memperluas kesempatan kerja bagi pekerja penyandang disabilitas terkait dengan adanya peraturan kuota penyerapan penyandang disabilitas bagi perusahaan swasta. Penelitian ini bertujuan untuk mengevaluasi proses rekrutmen di perusahaan *start-up* yang berada di Daerah Istimewa Yogyakarta dalam mempertimbangkan kuota penyerapan penyandang disabilitas, serta bagaimana perusahaan *start-up* di Daerah Istimewa Yogyakarta mengaplikasikan peraturan perundang-undangan terkait hak bekerja bagi penyandang disabilitas.

Penelitian ini merupakan penelitian bersifat deskriptif. Penulis menggunakan metode pendekatan normatif empiris. Data dan informasi diperoleh dengan penelitian kepustakaan dan juga penelitian lapangan melalui metode wawancara. Data hasil penelitian kemudian dianalisis secara kualitatif.

Hasil penelitian menunjukkan bahwa dari empat *start-up* yang diteliti, hanya ada satu *start-up* yang benar-benar mengakomodir dan sudah mempekerjakan penyandang disabilitas serta mempertimbangkan kuota penyerapan dalam rekrutmen yang dilakukan. Sementara *start-up* yang lain belum mempertimbangkan dan bahkan belum mengetahui adanya kuota penyerapan dan memberikan kuota khusus untuk penyandang disabilitas. Walau demikian, penelitian penulis menunjukkan bahwa secara umum *start-up* di Daerah Istimewa Yogyakarta melakukan rekrutmen yang inklusif dan dapat diakses bagi siapapun kepada siapapun termasuk penyandang disabilitas. Namun, penulis juga menemukan bahwa aturan kuota penyerapan bagi penyandang disabilitas belum dapat diterapkan dengan efektif.

Kata Kunci : Penyandang disabilitas, *start-up*, rekrutmen, kuota penyerapan

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THE IMPLEMENTATION OF QUOTA POLICY FOR WORKERS WITH DISABILITIES IN THE START-UP COMPANIES IN THE SPECIAL REGION OF YOGYAKARTA : AN EVALUATIVE OVERVIEW TOWARDS ITS RECRUITMENT SYSTEMS

ABSTRACT

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Start-up as a current business trend is having such potential to enhance working opportunities for workers with disabilities related to the existence of quota absorption policy for person with disabilities in private companies. This research intends to evaluate the recruitment process in start-up companies in the Special Region of Yogyakarta in their consideration on absorption quota policy and how the start-up companies implement the laws and regulations related to rights to work for person with disabilities

This legal research is a descriptive research. The researcher took the approach of normative-empirical method in doing the research. The data and information were obtained from secondary data such as primary legal materials and secondary legal materials, whereas interviews were conducted as well to gain primary data.

The results of the research show that from the 4 start-ups whose interviewed, there is only one who already accommodates and employs workers with disabilities, as well as considering the absorption quota policy in their company. Whilst, the other start-ups are not even aware of the policy and to provide specific quota for workers with disabilities. Nevertheless, the research shows that, generally, the start-ups interviewed are conducting inclusive recruitment and accessible for everyone including person with disabilities. However, there are facts showing that the existing laws and regulations regarding quota policy for workers with disabilities have not been implemented effectively.

Keywords: Person with Disabilities, start-up, recruitment, absorption quota.

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