

## **ASAS KEADILAN BAGI PEKERJA/BURUH TERKAIT PENGUPAHAN DALAM PERJANJIAN KERJA WAKTU TERTENTU (PKWT) STUDI KASUS DI PT. X**

Oleh:

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### **INTISARI**

Penulisan tesis ini bertujuan untuk menganalisis dasar perhitungan komponen upah pekerja/buruh dalam sistem Perjanjian Kerja Waktu Tertentu (PKWT) oleh PT. X serta mengetahui dan menganalisis perhitungan komponen upah pekerja/buruh dalam sistem Perjanjian Kerja Waktu Tertentu (PKWT) oleh PT. X berdasarkan Asas Keadilan.

Penelitian ini merupakan penelitian bersifat deskriptif analitis dengan pendekatan normatife didukung dengan wawancara yang menggunakan persoalan hukum dalam tataran teori dan praktek. Penelitian ini dilakukan melalui studi kepustakaan dan wawancara terhadap pekerja/buruh dalam sistem Perjanjian Kerja Waktu Tertentu (PKWT) di PT. X, Manager Pengelolaan SDM PT. X, dan Ketua Dewan Pengawas Nasional Serikat Pekerja PT. X. Teknik pengumpulan data dilakukan dengan cara studi kepustakaan digunakan untuk mengambil dan mengumpulkan bahan hokum primer, sekunder, dan tersier. Teknik pengumpulan data dengan cara wawancara dilakukan kepada narasumber, sehingga data dianalisis secara kualitatif dalam bentuk deskriptif analitis.

Hasil penelitian yang dilakukan oleh peneliti menunjukkan bahwa dasar perhitungan upah pekerja/buruh dalam sistem Perjanjian Kerja Waktu Tertentu (PKWT) oleh PT. X berlandaskan Perjanjian Kerja Bersama (PKB) Periode 2019-2021 yang memiliki 3 (tiga) penyimpangan yaitu *Take Home Pay* (THP) dibawah Upah Minimum, tindakan diskriminasi terkait komponen upah, dan mempekerjaan pekerja/buruh pada pekerjaan yang bersifat tetap, sehingga komponen upah pekerja/buruh dalam sistem Perjanjian Kerja Waktu Tertentu (PKWT) PT. X belum memenuhi Asas Keadilan.

**Kata kunci:** Asas Keadilan, Pekerja/Buruh, Perjanjian Kerja Waktu Tertentu (PKWT).

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**JUSTICE PRINCIPLE FOR WORKERS / LABORERS TO WAGE IN  
A FIXED-TERM EMPLOYMENT AGREEMENT  
CASE STUDY IN PT. X**

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**ABSTRACT**

The purpose of writing this thesis is to analyze the basis for calculating the wage components of workers / laborers in the Fixed-Time Employment Agreement System by PT. X as well as knowing and analyzing the calculation of the wage components of workers / laborers in the Specific Time Work Agreement (PKWT) system by PT. X based on the Principle of Justice.

This research is a descriptive analytical study with a normative approach supported by interviews that use legal issues at the theoretical and practical level. This research was conducted through literature studies and interviews with workers / laborers in the Fixed-Time Employment Agreement System at PT. X, Manager of Human Resources Management of PT. X, and Chairman of the National Supervisory Board of the PT. X Workers Union. The data collection technique was carried out by means of a literature study used to collect and collect primary, secondary and tertiary legal materials. The technique of collecting data by means of interviews was carried out to informants, so that the data were analyzed qualitatively in the form of descriptive analytical.

The results of research conducted by researchers show that the basis for calculating the wages of workers / laborers in the Fixed-Time Employment Agreement System by the National Government Corporation is based on the 2019-2021 Collective Labor Agreement which has 3 (three) deviations, Take Home Pay (THP). ) under the Minimum Wage, acts of discrimination related to the wage component, and the employment of workers / laborers in jobs that are permanent in nature, so that the wage component of workers / laborers in the Fixed-Time Employment Agreement System of PT. X does not fulfill the Principle of Justice.

**Keywords:** Justice Principle, Worker / Laborer, Fixed Time Work Agreement (PKWT)

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