

**PERLINDUNGAN UPAH PEKERJA PT POS INDONESIA (PERSERO)  
KANTOR PUSAT JALAN BANDA BANDUNG  
SELAMA PANDEMI COVID-19**

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**INTISARI**

Penelitian ini bertujuan untuk mengetahui dan menganalisis upah pekerja di PT Pos Indonesia Persero Kantor Pusat jalan Banda Bandung selama pandemi COVID-19. Tujuan lain dari penelitian ini untuk mengetahui dan menganalisis mengenai perlindungan hukum upah pekerja di PT Pos Indonesia Persero Kantor Pusat jalan Banda Bandung selama pandemi COVID-19.

Penelitian ini merupakan penelitian normatif-empiris, dilakukan untuk memperoleh data primer dan data sekunder. Data primer diperoleh melalui wawancara langsung dengan pedoman wawancara dan menggunakan kuesioner kepada responden dan narasumber. Data sekunder diperoleh dari penelitian kepustakaan. Data tersebut kemudian dianalisis dengan metode kualitatif yang kemudian disajikan secara deskriptif sehingga dapat memberikan gambaran dan menjelaskan permasalahan yang dibahas.

Dari hasil penelitian, ditemukan bahwa: *Pertama*, Upah pekerja PT Pos Indonesia Kantor jalan Banda Bandung selama pandemi COVID-19 tidak mengalami perubahan secara jumlah maupun secara sistem. Namun terdapat kondisi dimana perusahaan terpaksa melakukan penundaan pembayaran tunjangan dan *benefit* kepada pekerja pemangku structural dalam kantor pusat maupun regional guna membayar upah seluruh pekerja PT Pos Indonesia (Persero), yang kemudian dibayarkan kembali tunjangan dan *benefit* tersebut. *Kedua*, Perlindungan hukum terhadap upah pekerja PT Pos Indonesia Kantor Pusat jalan Banda Bandung selama pandemi COVID-19 secara empiris sudah diberikan, karena adanya Perjanjian Kerja Bersama antara PT Pos Indonesia (Persero) dengan Serikat Pekerja, serta adanya peraturan lebih lanjut selama masa pandemi COVID-19 melalui Surat Edaran Keputusan Direksi PT Pos Indonesia.

**Kata Kunci:** Perlindungan, Upah, Pekerja, COVID-19.

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***THE PROTECTION OF WORKER WAGES IN POS INDONESIA INC.  
(PERSERO)***

***HEADQUARTERS AT BANDA STREET BANDUNG***

***DURING COVID-19 PANDEMIC***

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***ABSTRACT***

*The research purpose to study and analyze workers' wages in Pos Indonesia Inc. Headquarters at Banda Street Bandung during a COVID-19 pandemic. Another purpose to study and analyze legal protection of workers' wages in Pos Indonesia Company Headquarters at Banda Street Bandung during a COVID-19 pandemic*

*This research is a normative-empirical study, conducted to obtain primary and secondary data. Primary data were obtained through direct interviews with interview guidelines and using questionnaires to respondents and informants. Secondary data were obtained from library research. The data is then analyzed using qualitative methods which are then presented descriptively so that they can provide an overview and explain the issues discussed/*

*The results showed that: **First**, during COVID-19 pandemic the worker's wages was not change in terms of numbers and system. However there is a condition where company forced to delay payment of worker's allowance and benefit to structural stakeholder workers in headquarters and regional office so Pos Indonesia Inc. can pay all worker wages, which has subsequently been paid. **Second**, the legal protection to workers' wages during COVID-19 at Pos Indonesia Inc. Headquarters at Banda Street Bandung empirically has been given. because there is a Collective Labor Agreement between Pos Indonesia Inc. with Pos Indonesia Labor Union and there are further regulations for COVID-19 pandemic situation through circular of Pos Indonesia Inc. directors' decisions.*

***Keywords:*** Protection, Wages, Worker, COVID-19

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