

**PELAKSANAAN PEMUTUSAN HUBUNGAN KERJA/ PHK KARENA  
PELANGGARAN KETENTUAN PERATURAN PERUSAHAAN PADA  
PT. X (PERSERO) KANTOR CABANG YOGYAKARTA**

**INTISARI**

Oleh:

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Penelitian ini dilakukan untuk mengkaji pelaksanaan pemutusan hubungan kerja oleh pengusaha terhadap karyawan yang melakukan pelanggaran ketentuan Peraturan Perusahaan, serta mengetahui pelaksanaan pemberian hak bagi karyawan tetap/ pekerja yang terikat perjanjian kerja waktu tidak tertentu yang diputus hubungan kerjanya karena melakukan pelanggaran ketentuan Peraturan Perusahaan pada PT. X (Persero) Kantor Cabang Yogyakarta.

Metode yang digunakan dalam penelitian ini adalah metode penelitian yuridis empiris, yaitu melakukan studi dokumen terhadap peraturan perundang-undangan dan literatur yang terkait dengan perjanjian kerja dan pemutusan hubungan kerja, serta studi lapangan guna memperoleh data primer yang terkait dengan pelaksanaan pemutusan hubungan kerja/ PHK karena pelanggaran ketentuan Peraturan Perusahaan.

Berdasarkan hasil penelitian, pekerja yang terindikasi melakukan pelanggaran akan diproses sesuai dengan ketentuan perusahaan. Investigasi awal dilakukan di kantor cabang, kemudian berkas investigasi dikirimkan ke Kantor Pusat untuk ditindaklanjuti. Komite khusus di Kantor Pusat akan merundingkan putusan yang tepat untuk diberikan kepada pekerja yang bersangkutan. Pemberian hak terhadap karyawan tetap yang diputus hubungan kerjanya karena terbukti melanggar peraturan perusahaan akan diberikan uang pesangon sebesar 3 kali gaji dan setengah gaji pada saat dilakukan skorsing.

Kata Kunci : Pemutusan Hubungan Kerja, Peraturan Perusahaan.

**THE IMPLEMENTATION OF TERMINATION OF EMPLOYMENT  
DUE TO VIOLATIONS THE CONTENT OF COMPANY RULES AT  
PT. X (PERSERO) YOGYAKARTA BRANCH OFFICE**

**ABSTRACT**

By:

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The purpose of this research is to know the implementation of termination of employment due to violations the content of company rules included entitlements for permanent workers at PT. X (Persero) Yogyakarta Branch Office.

Types of this research was performed using descriptive analysis with using empirical and juridical methods. The juridical methods has done with documents study such as existing legal regulations and relevant literature that is books, journal, papers or thesis. In addition, empirical methods was performed to obtains primary data from human research subject.

Based on the result of the research, the worker who violated the content of company rules will be followed up by employee infringement committee. During the investigation process, the worker was suspended from his job for three months and receive a half of monthly pay. Employee infringement committee discussed a decision to be given to worker who are proved guilty. The worker who were violated have been given the decision to reimburse the company assets, terminate the employment, and submitted the worker to the police. A decision from employee infringement committee will be executed in Branch Office. For the terminate the employment, the permanent worker will receive three months separation pay and a half monthly pay when the worker was suspended from his job during the investigation process.

Keyword, Termination of employment, Company Rules.