

ABSTRACT

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JURIDICAL ANALYSIS OF INDUSTRIAL RELATIONS DISPUTES AGAINST UNILATERAL TERMINATION OF EMPLOYMENT RELATIONS IN PT. SUKA FAJAR

(VIII + 80 pages)

Disputes that are common in industrial relations are disputes over termination of employment. There are 2 (two) reasons for termination of employment, namely normative reasons and reasons of interest. Normative reasons usually occur because workers / laborers violate the law against collective labor agreements (PKB) or company regulations (PP), while reasons of interest occur because workers / laborers demand rights and obligations or to improve their welfare in the company where they work. A collective working agreement or PKB is an agreement made by both parties, namely the entrepreneur and the workers / labor union and is valid within 1 (one) company. Termination of employment is the termination of a working relationship due to certain reasons which result in the termination of rights and obligations between the worker / laborer and the entrepreneur. Termination of employment is an unexpected event, especially for workers / laborers, because termination of employment relations will have a psychological, economic and financial impact on workers / laborers and their families. One of the cases happened to a worker named Waluyo at PT. SUKA FAJAR, while PT. SUKA FAJAR is the official distributor of Mitsubishi vehicles that provides vehicle units and spare parts. Waluyo experienced a unilateral termination of employment, which began with the minus difference in stock items in the 2012 stock-taking results based on the Dept.'s Inspection Report. Spare Parts dated March 1, 2013. This study aims to find out how Law No.13 of 2003 concerning Manpower regulates Termination of Employment Relations for workers / laborers and knows the basis for legal considerations of the judges of the Industrial Relations Court in the decision of case No. 952 K / Pdt.Sus-PHI / 2019 and analyzed the layoffs carried out by PT. SUKA FAJAR is legal or not legally valid.

Keywords: Workers, Industrial Disputes, Unilateral Termination of Employment

References : 21 (1968- 2019)