

ABSTRACT

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FORMS OF AGAINST THE LAW FOR EXEMPLOYEES OF PT. IN THE SIX MAJOR (CASE STUDY OF STATE COURT DECISION NUMBER 219/PDT.G/2019/PN LBP)

Work is very important in human life. In order to meet the needs in human life, of course, humans need money where the money is obtained from work rather than every human being. The work that is owned by everyone aims to improve the welfare of the individual's life itself. If there is a workforce, of course there will be job opportunities in the form of a limited liability company, CV, and others. The purpose of a company employing workers is to seek profit as well, because Indonesia is a country of law, it is necessary to have a law that regulates this matter, namely the Manpower Act so that each employee and company carry out their rights and obligations so that get the same benefit. In a work agreement, each company must have its own SOP, but in practice there must be parties who violate the SOP. Problems that often occur cannot be separated from unlawful acts or actions that are not in accordance with applicable law and ultimately cause harm to one party in the work agreement or both parties. Therefore, this research is expected to be able to discipline the parties bound in the work agreement so that no party is harmed and provides a deterrent effect for those who commit fraud. In conducting this research, the research method used is a normative research method with research results if it is proven that an act of one party fulfills the elements of an unlawful act, then that party can be held liable for civil liability which is usually in the form of compensation. Compensation in unlawful acts is divided into 2 (two) more, namely material losses and immaterial losses. From the results of existing research, it can be concluded that there needs to be a more specific explanation regarding the losses included in the material and immaterial losses themselves.

Keywords : Work, Unlawful Acts, Company

References : 39 books + 15 journals + 8 internet sources + 4 researches + 1 miscellaneous (1945-2021)