

ABSTRAK

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PERLINDUNGAN HUKUM BAGI PEKERJA YANG MENGALAMI PEMUTUSAN HUBUNGAN KERJA AKIBAT PANDEMI COVID 19

XII+55 Halaman+0 lampiran.

Kasus PHK sepihak yang dialami 34 karyawan Hotel W Bali Seminyak. Pada 28 September 2020, karyawan Hotel W Bali Seminyak melakukan aksi penolakan Pemutusan Hubungan Kerja (PHK) massal yang dilakukan manajemen terhadap 34 karyawan. Karyawan Hotel W Bali Seminyak belum mendapatkan haknya berupa pesangon akibat PHK sepihak yang dilakukan oleh manajemen Hotel W Bali Seminyak. Metode dalam penelitian ini menggunakan metode yuridis normatif dengan studi kepustakaan. Hasil dari penelitian ini menunjukkan hak karyawan yang mengalami PHK pada Hotel W Bali Seminyak lebih cocok apabila mengacu pada Ketentuan hak pada alasan efisiensi untuk mencegah kerugian pada Pasal 43 ayat (2) PP 35/2021 uang pesangon sebesar 1 (satu) kali ketentuan Pasal 40 ayat (2) PP 35/2021.

Kata Kunci: Pemutusan Hubungan Kerja, Hak Pekerja, Pesangon.

21 Referensi (2000-2022).

ABSTRACT

Senno Anugerah Putra (02051180009)

LEGAL PROTECTION FOR WORKERS WHO HAVE BEEN TERMINATED DUE TO THE COVID-19 PANDEMIC

XII+55 Pages+0 attachments.

Cases of unilateral layoffs experienced by 34 employees of Hotel W Bali Seminyak. On September 28, 2020, employees of Hotel W Bali Seminyak carried out an action to reject the mass termination of employment (PHK) carried out by the management of 34 employees. W Bali Seminyak Hotel employees have not yet received their rights in the form of severance pay due to unilateral layoffs carried out by the W Bali Seminyak Hotel management. The method in this study uses a normative juridical method with literature study. The results of this study indicate that the rights of employees who have experienced layoffs at Hotel W Bali Seminyak are more suitable when referring to the provisions of rights for reasons of efficiency to prevent losses in Article 43 paragraph (2) PP 35/2021 severance pay of 1 (one) time the provisions of Article 40 paragraph (2) PP 35/2021.

Keywords: Termination of Employment, Workers' Rights, Severance Pay.

21 References (2000-2022).