

## ABSTRACT

NAOMI (NIM 00000004794)

### **Juridical Review of Compulsion to Resign from Employment Termination Application by Employee**

(xii + 52 pages: 2 Tables; 1 Attachment)

The high amount of labor in Indonesia will always cause conflict in industrial relationships, one of them is conflict in termination of employment. Conflict in termination of employment often happen because employers didn't want to do their obligations, such as giving the rights of the employee. Problems like this happened in court decision number 230/Pdt.Sus-PHI/2015/PN.Mdn, where Edi asks BI Inc. to terminate his employment but instead BI Inc. made a resignation letter for Edi to sign. This research is discussing about problems about the termination of employment procedure by employee's request which is not a resignation and law analysis against court decision number 230/Pdt.Sus-PHI/2015/PN.Mdn based on how employment termination procedure should be. This research uses normative law analysis, analytical-descriptive research type with statute approach and case approach. The result of that is Edi is mistaken in the procedure when asking for the employment termination and resignation, therefore based on Act of The Republic of Indonesia Number 13 Year 2003 about Concerning Manpower Edi's resignation considered null and void by law. Judge restored Edi's work relationship with BI Inc, then re-decide because Edi and BI Inc. both willing for that employment termination.

References: 32 (1985-2015)

Keyword: termination of employment, resignation.