

Undergraduate Final Project
Science of Law Department
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**LEGAL PROTECTION OF COMPANIES IN FULFILING WORK
AGREEMENTS CERTAIN TIME BY WORKERS
(FIELD STUDY AT PT TIGER TRANS
INTERNASIONAL, BATAM CITY)**

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Abstract

This Final Project Research aims to analyze the jurisdiction review of the detention of workers' diplomas as a form of company preventive action in fulfilling certain time work agreements and to analyze the legal protection for companies in fulfilling certain time work agreements by workers

The research methodology used by the author is normative legal research and the case study approach and legislation in force in Indonesia. The type of data used is secondary data consisting of primary, secondary and tertiary legal material. Data collection was carried out by means of a literature study.

The results of the study that the authors obtained from the study of literature, it can be seen that the detention of diplomas is not regulated by Law No. 13 of 2003 concerning Labor and other regulations and the detention of diplomas made by employers to their workers aims to make workers more responsible for their work in contrast to employers to be more trusting of their workers and to obtain preventive legal protection against the company, therefore holding workers' certificates is legal if it has been mutually agreed upon by the parties and the way of holding diplomas by the company is not a violation of the law but is a form of company effort in obtain preventive legal protection by preventing problems and the agreement of both parties in entering into a work agreement.

Keywords: Work Agreement, Specific Time Work Agreement, Legal Protection.