

## **CHAPTER VII**

### **CONCLUSION AND SUGGESTION**

#### **A. CONCLUSION**

These are the conclusion made by the writer :

1. The writer concluded that the employment agreement between INDORAYA Store and their employees between INDORAYA Store and their employees used the employment format from 1998 and haven't been updated since. And within the employment agreement haven't clearly state the clause of worker's right adjustment with updated laws or about employee's social security
2. The witer concluded that the lack of clause pertaining to the employees right to BPJS are caused during the compilement of employment agreement, INDORAYA Store is a small company that did not aware of the law and didn't adjust the employment agreement with the effective law until recently.
3. The writer concluded that in order that the employees right are fulfilled as Employment Law regulate, the writer had prepared 2 (two) output, the first output is to create a draft for new employment agreement that have been adjusted to the newest employment law during the creation and included clause specifically arrange the BPJS rights, and compiles a registration and introduction of BPJS proposal to the company.
4. The writer concluded that the new employment agreement is compiled with the purpose of the continuation of efforts by INDORAYA Store to keep making adjustment to their employment agreement with newest effective law and as a guide for the employees to demand their right other than the law regulates.
5. The registration and introduction of BPJS proposal compiled by the writer holds the purpose of informing INDORAYA Store the existence and importance of BPJS and why it is one of the employees right that must be fulfilled.

## B. SUGGESTION

During this opportunity, the writer would like to share his suggestion to INDORAYA Store, such as follows:

1. The owner of INDORAYA Store needs to acknowledge and aware of the law to keep doing adjustments and renewals of employment agreements as the Employment Law regulates and other laws that might be related.
2. INDORAYA Store needs to register all of their employees, to both those who have been employed and will be employed to be an employee under the name of INDORAYA Store to the BPJS of Employment program and BPJS of Health as the law regulates.
3. The supervision of the Owner to the fulfillment of employees right as regulated within Employment Law.