

## CHAPTER VII

### CONCLUSIONS AND SUGGESTIONS

#### A. Conclusion

Work Activity is one of the lecture tasks that the writer is obliged to carry out in order to complete education at the bachelor level because during the lecture process it is not only material education that the author studies but the writer also directly performs practical assignments to see the application of the law in the community directly and are required to find the right solution for the company where the authors carry out practical work if there are legal problems that occur, thus, the author chooses to do practical work in Boncake Gallery and has been given permission from the owner of the company directly. After completing work practices at Boncake Gallery for approximately three months, the conclusions that the author can describe based on observations and interviews directly at Boncake Gallery are as follows:

1. Whereas for approximately 6 years Boncake Gallery was established since 2014, Boncake Gallery has never had a work contract made in writing so that it can be concluded that the company has violated the laws and regulations of Law number 13 of 2003 concerning Labor in Article 57 which explicitly stated that a contract or employment agreement must be made in writing using Indonesian language and Latin letters so that in the absence of an agreement or employment contract so far this has resulted in numerous violations occurring in the company which were undertaken by Boncake Gallery employees

who then can be detrimental to the company both materially and non materially due to the absence of an employment contract that clearly

explains the rights and obligations of the parties.

2. The most often problems that occur at Boncake Gallery are due to frequent company employees resigning without notification to

management or without management's knowledge which then impacts on the company's operations, therefore Boncake Gallery cannot run optimally because Boncake Gallery must recruit new employees who

then want to do training from the beginning because the company is engaged in services.

3. That in order to reduce the disputes that often arise in Boncake

Gallery, therefore the authors drafted a contract or work agreement between Boncake Gallery which as company's management and employees containing the duties and responsibilities of the parties

both for Boncake Gallery or its employees in accordance with established standards by law and regulation Law number 13 of 2003 concerning Manpower and the employment contract is expected to be

a tool to create a better atmosphere and working relationship between the company and its employees.

## B. Suggestions

Suggestions that the author can give to the company as well as employees based on the results of the author's analysis after carrying out practical work at the Boncake Gallery are as follow :

1. Boncake Gallery should apply a contract or work agreement with its employees that contains the rights and obligations of the parties both for the company and its employees in order to minimize the risks that will arise in the future and by applying the agreement or work contract is also in accordance with statutory regulations Law number 13 of 2003 in article 57.
2. Boncake Gallery in running its company should provide training that can improve the ability of each employee.
3. Boncake Gallery should be more knowledgeable and more sensitive about the applicable laws and regulations so that there are no violations of the law in the future.