

2. Explain in detail the rights and responsibilities of the parties in Boncake Gallery and include it in the compiled employment contract.
3. As the Principle of the Pacta Sunt Servanda for both parties.
4. Minimize losses that can arise in the future either for management or employees.
5. Minimizing the emergence of industrial relations problems going forward with the existence of employment contracts that have been agreed by both parties so as to create conducive and productive employment.

D. Implementation Constraints

During the contract design of course there are obstacles that will be faced by the author. The following are obstacles encountered by the author in making a project design process :

1. Lack of awareness of the preventive actions taken by the company and the parties of the employee in the case of a written work agreement. The parties feel the agreement verbally fulfills their rights and obligations, but in this case it is still unable to fully protect both parties when viewed from a legal perspective;
2. Lack of legal awareness for both parties, especially awareness of labor laws. Both parties' concern about the applicable law will only be used if there has been a problem that must require a law to solve it;
3. The inability of employees to prosecute the company regarding rights that have been violated by the company. This is due to the lack of sufficient evidence to follow up on the problems that had been occurred.