

ABSTRACT

PERMANENT EMPLOYEE LETTER AND COMPANY REGULATION DESIGN IN PT JAYA PELANGI PLASTIK

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PT Jaya Pelangi Plastik is a company engaged in the field of plastic waste recycling into plastic ore for more or less five years. However, even though it has been running for years, there is no legal base that guarantees the existence of the working relationship between management and its employees in PT Jaya Pelangi Plastik. This problem is caused by a lack of knowledge from its management and the concerned company employees about labor law in Indonesia. This problem has come to the Writer's attention, which then becomes the Writer's final project.

In this final project, there are few methods used by the Writer, such as observation, interview, practical research, preparation, design, and implementation. The Writer designs a permanent employee letter as proof of the existence of the working relationship between management and its employees. To further regulate this working relationship, especially in the rights, duties, and work regulations, the Writer designs a company regulation, which is agreed by the management and employees.

With this implementation done, it can be concluded that the legal certainty about labor law in PT Jaya Pelangi Plastik has succeeded applied.

Keywords: permanent employee letter, company regulation