

ABSTRACT

IMPLEMENTATION ABOUT EMPLOYMENT AGREEMENT IN PT UNIVERSAL PRIMA SOLUSINDO

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The author does practical work aimed at helping in redesigning and analyzing the employment agreement that are applied in the Company. To achieve this goal, the author analyzes, redesigns the existing employment agreement in the Company. The process of implementing this practical work lasted for approximately three months through the methods used such as interviews, observations, redesign the agreement, the implementation up to assessments starting from April 1, 2019 until July 31, 2019.

In the design the author analyzes the contents of the PT Universal Prima Solusindo work agreement and compares it with the provisions in the Manpower Act whether it is appropriate. The research method used by the author is empirically where research is carried out into the field and collecting data through the library. Data obtained from the results of observations in the field as well as data from the library adjusted to the topic taken. The data collection technique uses the observation stage that will solve the problem concluded earlier.

The results of these observations stated that if PT Universal Prima Solusindo's work agreement was correct in accordance with the provisions, but if it was observed there was an article that contradicted the UUK, which stipulates that the contract validity period is one year but after the term is not extended in accordance with the applicable provisions. it is unclear whether it is still a contract employee or has become a permanent employee because there are several employees who work for three years or more than that. So looking at these problems, the author redesigned the PKWT in accordance with the Law so that employees obtain legal protection properly.

After designing the work agreement, it was then implemented at PT Universal Prima Solusindo. So that the company can implement work agreements in accordance with the rules.

Keywords: agreement, employment, labor law