

Profil Karyawan Outsourcing di Surakarta

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=132624&lokasi=lokal>

Abstrak

This research shows that outsourced employees include those with low and high degrees of education (between secondary high school and bachelor) with various jobs. The group of employees with low levels of education (secondary high school) is employed in cleaning service, helper, operator, driver, and security. Another group of employees with high levels of education (Diploma and Bachelor), works as staffs, salesman, customer services, accountants, and tellers. The policy of Local minimum - wage is basis for main salary for the two groups of employees. The different income they receive is not based on the main salary, but on incentives they receive based on their degrees of education. Maladministration by outsourcing enterprises can be seen in the way it doesn't provide a contract agreement, doesn't provide excessive working hours appropriately, doesn't provide insurance, breaking the rule of law. Some enterprises provide a chance for employees to be permanent employees and develop their career as far as they hold senior high school degree.