

Tinjauan yuridis praktek outsourcing dalam kaitannya dengan rekrutmen, pelatihan, penempatan karyawan, dan hubungan hukum para pihak (studi kasus PT. Securindo Packatama Indonesia (secure parking), site office PT. Puri Dibya Property (Margo City)) = Judicial review of outsourcing practices in relation to recruitment, training, employee placement, and relationships in law of the parties (case study of PT. Securindo Packatama Indonesia (secure parking), site office PT. Puri Dibya Property (Margo City))

Riesta Angelica, author

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Abstrak

Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan mengatur tentang konsep outsourcing, namun hal itu tidak sepenuhnya berjalan dengan baik karena sering terjadi ketidakjelasan pengaturan, seperti pengaturan rekrutmen dan pelatihan calon tenaga kerja outsourcing yang memang kurang mendapat perhatian khusus dari pemerintah.

Skripsi ini membahas pemahaman konsep outsourcing di Indonesia, implementasi rekrutmen dan pelatihan karyawan outsourcing yang secara umum dilakukan, serta analisis kasus rekrutmen dan pelatihan karyawan di PT. Securindo Packatama Indonesia (Secure Parking) site office PT. Puri Dibya Property (Margo City). Hasil dari penelitian ini yaitu pemahaman bahwa perhatian terhadap tenaga kerja outsourcing hanya melihat pada kewajiban yang diberikan undang-undang saja. Selain itu, adanya Putusan Mahkamah Konstitusi juga tidak memberikan dampak signifikan terhadap perbaikan pengaturan konsep outsourcing di Indonesia secara keseluruhan.

*Law Number 13 Year 2003 concerning Manpower set about the concept of outsourcing, but it is not completely worked well because there has been uncertainty settings, such as setting the recruitment and training of manpower outsourcing candidates who did not receive special attention from the government. This thesis discusses the understanding of the concept of outsourcing in Indonesia, the implementation of outsourcing recruitment and training of employees generally, and case analysis of recruitment and training of employees in PT. Securindo Packatama Indonesia (Secure Parking) site office PT. Puri Dibya Property (Margo City).*

The results of this research is the understanding that attention to the outsourcing of labor is only looking at the obligations that the law be given. In addition, the Constitutional Court is also not a significant impact on improving the concept of outsourcing arrangements in Indonesia as a whole.