

Analisis pelaksanaan strategi alih daya dan dampaknya terhadap hubungan industrial di industri perminyakan = Analysis implementation of outsourcing strategy and its impact on the industrial relations in petroleum industry

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Abstrak

[ABSTRAK

Tesis ini membahas tentang pelaksanaan alih daya untuk penyedia jasa pekerja/buruh dan pemborongan, dengan menganalisis pelaksanaan perlindungan upah dan kepastian kerja bagi para pekerjanya serta dampaknya terhadap hubungan industrial di industri perminyakan dilihat dari tinjauan teori, penelitian sebelumnya dan peraturan dan perundangan yang berlaku di Indonesia. Penelitian ini menggunakan metodologi penelitian kualitatif dengan melibatkan informan dari perusahaan, kontraktor dan pekerja alih daya di industri perminyakan yang ada di Indonesia. Penelitian ini menemukan bahwa dalam pelaksanaan strategi alih daya, perlindungan upah dan kepastian kerja bagi pekerja kontraktor dijamin oleh perusahaan pemberi kerja; selain itu strategi alih daya tidak menjadi faktor utama terjadinya permasalahan hubungan industrial di perusahaan karena hak-hak normatif pekerja sudah terpenuhi. Maka dari itu yang menjadi permasalahan antara lain adalah kurangnya perhatian dan penanganan terhadap keluhan pekerja oleh kontraktor serta masih adanya prosedur yang belum tersosialisasikan dengan baik kepada pekerja.;

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ABSTRACT

This thesis discusses the implementation of the outsourcing for the service provider of workers / laborers and chartering, by analyzing the implementation of the protection of wages and job security for its workers and its impact on industrial relations in the petroleum industry seen from a review of theory, previous research and the rules and regulations applicable in Indonesia. This study used a qualitative research methodology with involving informants from Oil company, contractor and outsourcing employee in petroleum industry. This research found that in the implementation of outsourcing, wage protections and job security are remain guaranteed by company as working sources provider; then proven that outsourcing strategy is not main contributor on the cases of industrial relation in the company because the workers has receive their normatif rights has been paid therefore the problems are followings lack of attention and handling worker?s grievances by contractors and there are procedures which not socialize to workers properly.;This thesis discusses the implementation of the outsourcing for the service provider of workers / laborers and chartering, by analyzing the implementation of the protection of wages and job security for its workers and its impact on industrial relations in the petroleum industry seen from a review of theory, previous research and the rules and regulations applicable in Indonesia. This study

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