

Resolusi konflik antar serikat pekerja : studi kasus mengenai permasalahan industri perusahaan Bakrie and Brothers di Bekasi =
Conflict resolution inter union case : study concerning corporate industry issues Bakrie and Brothers in Bekasi

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Abstrak

[ABSTRAK

Tesis ini membahas konflik antar serikat pekerja SPSI dan FSPMI yang berada di PT. Bakrie Tosanjaya dan PT. Bakrie Pipe Industries dalam konflik industri. Pendekatan yang dilakukan menggunakan kualitatif dengan studi kasus. Hasil penelitian menunjukkan bahwa pada konflik tersebut terjadi dominasi oleh satu serikat pekerja kepada serikat pekerja lainnya. Dahrendorf menyatakan proses perpecahan serikat pekerja dikarenakan adanya kondisi teknis organisasi, kondisi politis organisasi, dan kondisi sosial organisasi. Berdasarkan kondisi tersebut muncul konflik industri yang sering terjadi di BT dan BPI yaitu Perjanjian Kerja Waktu Tetap dan Insentif atau upah. Sedangkan konflik yang terjadi antara SP di masing-masing perusahaan lebih sering dengan perebutan anggota, akan tetapi tindakan union busting juga ditemui dengan adanya status anggota yang ganda pada dua SP. Perbandingan antara SP yang bearada di perusahaan menunjukkan bahwa SPSI cenderung lambat karena mengutamakan musyawarah, sedangkan FSPMI lebih militan meskipun aspirasi buruh dapat diperjuangkan dengan menimbulkan korban. Resolusi yang dilakukan selama ini hanya mengikuti berdasarkan undang-undang, dan belum ada model yang tepat apabila terjadi konflik antar SP didalam satu perusahaan. Maka perlu adanya model yang baru secara intern agar konflik yang terjadi baik konflik antar SP dan konflik industri dapat diselesaikan dengan bipartit.

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ABSTRACT

This thesis discusses the conflict between trade unions and FSPMI SPSI residing in PT. Bakrie Tosanjaya and PT. Bakrie Pipe Industries in industrial conflict. Conducted using a qualitative approach with case studies. The results showed that the conflict occurred domination by one union to the other unions. Dahrendorf states split the union because of the technical condition of the organization, organizational political conditions, and social conditions of the organization. Under these conditions arise industrial conflict that often occurs in BT and BPI namely Employment Agreement Fixed Time and Incentives or wages. While the conflict between the SP in each company more often with the seizure of members, but the act of union busting also met with members of the dual status of the two unions. Comparison between SP bearada in the company indicate that the SPSI tend to be slow due to prioritize the deliberations, while the more militant FSPMI despite the aspirations of workers can be fought with casualties. The resolution is only performed during follow by law, and there is no exact model in case of conflicts between unions within one company. Hence the need for a new model internally so that conflicts both conflicts between unions and industrial conflict can be resolved with a bipartite.;This thesis discusses the conflict between trade unions and FSPMI SPSI residing in PT.

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