

## Penerapan sistem pemekerjaan seumur hidup di perusahaan Jepang sejak tahun 1950 hingga dewasa ini = The implementation of lifetime employment system in Japanese company since 1950 until now

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### Abstrak

[Sistem pemekerjaan seumur hidup merupakan sistem relasi industrial yang menguntungkan, dimana partisipasi pekerja dalam perusahaan memiliki kontribusi yang besar dalam keberhasilan perusahaan Jepang. Selain menjamin keamanan kerja, perusahaan yang menganut sistem tersebut juga memberikan berbagai macam fasilitas dan manfaat untuk para pekerjanya. Seiring dengan perkembangan zaman, sistem tersebut perlu untuk disusun ulang untuk menghadapi tantang yang dihadapi oleh perusahaan. Perubahan yang dapat dilakukan diantaranya adalah dengan menggunakan tenaga kerja nonreguler atau transfer kerja sebagai alternatif pemberhentian kerja.

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