

Tinjauan yuridi terhadap optimalisasi produksi melalui penyerahan pekerjaan non-inti Kepala Badan Outsourcing

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Abstrak

Untuk mengantisipasi persaingan di era globalisasi, dunia usaha perlu mengoptimalkan produktivitas dan menghindari ekonomi biaya tinggi. Salah satu solusinya adalah Labour Market Flexibility yang diterapkan dengan memperlonggar aturan-aturan dalam pasar tenaga kerja. Outsourcing adalah salah satu bentuk penerapan dari Labor Market Flexibility. Sejak reformasi undang-undang ketenagakerjaan, terjadi pergeseran model hubungan industrial dari corporatist model ke contractualist, di mana intervensi pemerintah cenderung terhadap ketenagakerjaan berkurang. Penerapan konsep fleksibilitas hubungan kerja semestinya diimbangi dengan peran efektif pemerintah dalam melakukan pengawasan dan pembangunan hukum, menata sistem pasar kerja yang aman secara sosial ekonomi bagi pekerja.

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In order to anticipate the competition in the globalisation era, company must optimize its productivity and avoid high cost economy. One of the solutions is with labor market flexibility, which is applied by relaxing regulations in labor market. Outsourcing is one form of the labor market flexibility practice. Since the reformation of Manpower act, there has been an industrial relation model shift from corporatist model ke contractualist model, in which the government intervention to the manpower regulation tends to decrease. The implementation of Labor Market Flexibility should be balanced by the effective roles from the government to perform the monitoring and law development and to organize the socially and economically secured system for the labor force.