

## Kondisi pekerja senior pasca pensiun di perusahaan manufaktur Jepang = Senior workers condition after retirement in Japan manufacturing companies today / Dewi Saraswati Sakariah

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### Abstrak

[<b>ABSTRAK</b><br>

Penelitian ini membahas fenomena pengkaryaan kembali pekerja senior pasca pensiun di perusahaan manufaktur Jepang. Jepang yang merupakan negara dengan penuaan populasi tercepat no 1 di dunia mengalami masalah dalam demografi penuduknya. Sementara itu, pemerintah semakin gencar melancarkan upaya-upaya untuk membuat Jepang bangkit dari resesi ekonominya sejak tahun 1990-an. Salah satunya adalah menghimbau setiap dari masyarakat yang masih mampu bekerja untuk berkontribusi pada sektor ketenagakerjaan demi tercapainya strategi pertumbuhan ekonomi. Salah satu kelompok yang didorong adalah pekerja senior pasca pensiun pada perusahaan manufaktur Jepang. Himbauan tersebut disambut baik dengan mulai banyaknya perusahaan yang mengadopsi sistem tersebut dengan berbagai alasan, yakni angka harapan hidup yang meningkat, adanya himbauan pemerintah kepada masyarakat, kebutuhan perusahaan akan pekerja senior, gaji dan pandangan perusahaan terhadap pekerja muda. Kondisi pekerja senior pasca pensiun pada umumnya sama dengan kondisi mereka sebelum dikaryakan kembali, namun perbedaan yang paling menonjol ada pada penerimaan gaji yang berkurang dari gaji sebelumnya. Penelitian ini menyimpulkan bahwa fenomena pengkaryaan kembali pekerja senior pasca pensiun merupakan akibat dari perubahan-perubahan sosial yang terjadi dalam masyarakat Jepang saat ini.

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<b>ABSTRACT</b><br>

This study discusses about the phenomenon of the re-employed senior workers after retirement in Japan's manufacturing companies. Japan is a country with the fastest aging population in the world that has many problems in its population demographic. Meanwhile, the government launched intensifying efforts to make Japan rises from its economic recession since the 1990s. One of the efforts is call on each of the people who is still able to work to contribute to the employment sector in order to achieve economic growth strategy. One of the encouraged groups is the post-retirement senior workers in Japan's manufacturing companies. The call on was well received while a number of companies were adopting this system with several different reasons namely life expectancy increases, the government calls to the people, the needs of the company's senior workers, the salary and the company's view of the young workers. The conditions of the post-retirement senior worker are generally same as their conditions before re-employed, but the most notable difference is in their salary

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