

Analisis pelaksanaan jaminan hari tua terhadap pekerja yang di pensiun dini di pt. superintending company of Indonesia (sucofindo). (Studi kasus putusan Pengadilan Negeri Jakarta Pusat No.208/PDT.SUS-PHI-G/PN.JKT.PST) = Analysis of the implementation of old age benefits for early retirement workers at pt superintending company of Indonesia (sucofindo). (Case study of Central Jakarta District court decision No.208/PDT.SUS-PHI-G/PN.JKT.PST).

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Abstrak

Skripsi ini membahas mengenai analisis pelaksanaan pemberian Jaminan hari tua terhadap pekerja yang di pensiun dini di PT. Superintending Company of Indonesia (Persero). (Analisis Putusan No. 208/Pdt.Sus-PHI.G/2019/Pn. Jkt.Pst). Fokus dari penelitian ini adalah mengenai pengaturan mengenai Jaminan Hari Tua terhadap pekerja yang dipensiun dini di PT. Superintending Company of Indonesia (Persero) dan penyelesaian perselisihan berkaitan dengan beda perhitungan nominal jaminan hari tua di PT.

Superintending Company of Indonesia (Persero). Bentuk penelitian skripsi ini adalah yuridis normatif dengan tipe deskriptif dan metode kualitatif. Hasil penelitian ini menyimpulkan bahwa Keputusan Direksi Nomor 17/KD/2016 tentang pengaturan perhitungan pembayaran sekaligus GDP, THT, dan JHT, para pekerja dengan gaji dasar progam sampai dengan usia 56 tahun dan masa kerja sampai dengan para pekerja berusia 56 tahun ini berlaku dengan catatan sesungguhnya akan diubah dan/atau ditambah sebagaimana mestinya, dan para Penggugat berhak atas pembayaran seluruh komponen perhitungan pembayaran kompensasi pensiun dipercepat yang telah diperhitungkan. Hasil penelitian ini menyarankan kepada PT. Superintending Company of Indonesia (Persero) ketika membuat Keputusan Direksi dan Keputusan Perjanjian Bersama dilakukan secara transparan untuk meningkatkan pemahaman seluruh karyawan mengenai program Jaminan Hari Tua dan Tunjangan Hari Tua agar tidak terdapat lagi perselisihan antara pegawai dan PT. Sucofindo. Serta menyarankan kepada pegawai PT. Superintending Company of Indonesia (Persero) juga mengetahui dengan jelas bagaimana sistem perhitungan JHT dan THT yang mengatur mengenai Hak Pegawai Akibat Pemutusan Hubungan Kerja.

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This thesis figures the analysis of the implementation of the provision of Old Age Security or Retirement Security for workers who retire early at PT. Superintending Company of Indonesia (Persero). (By the analysis of Court Decision No. 208/Pdt.Sus-PHI.G/2019/Pn.Jkt.Pst). The focus of this study is around the regulation of old age security for workers who retire early at PT. Superintending Company of Indonesia (Persero) and the dispute resolution related to the differences in the calculation of nominal old age savings at PT. Superintending Company of Indonesia (Persero). The thesis is concluded in a normative juridical research with descriptive type and qualitative methods. The results of this study conclude that according to the Decree of the Board of Directors Number 17/KD/2016 regarding to the calculation of payment at once including GDP, ENT, and JHT (Old Age Security), for workers with basic salary programs until the age of 56 years and those with years of service up to when the workers aged 56 years, the provision in the Decree apply with a note that it will be amended and / or supplemented as appropriate, and the Plaintiffs are entitled

to the payment of all components of the calculation of early retirement compensation payments that have been calculated. The results of this study suggest to PT. Superintending Company of Indonesia (Persero) to be transparent in order to enhance the understanding of all employees regarding to the Old Age Security and Old Age Benefits when making Directors' Decrees and Joint Agreement Decisions so that there are no more disputes between employees and PT. Sucofindo. This thesis also suggests the employees of PT. The Superintending Company of Indonesia (Persero) to clearly know about how the JHT (Old Age Security) and ENT calculation system settles the Employee Rights in terms of the Termination of Employment.