

# Implementasi Dokumen Working Condition pada PBFBO PT. Tatarasa Primatama Menurut CDOB dan Peraturan Pemerintah. = Implementation of Working Condition Documents at PBFBO PT. Tatarasa Primatama According to CDOB and Government Regulations

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## Abstrak

Working condition merupakan hubungan antara pekerjaan dan hubungan kerja yang mencakup (jam kerja, waktu kerja, waktu istirahat, jadwal kerja), kondisi fisik dan tuntutan mental di tempat kerja. Working condition sangat penting dalam suatu organisasi/ Perusahaan. PT Tatarasa Primatama merupakan salah satu Pedagang Besar Farmasi, yang selanjutnya disingkat PBF adalah perusahaan berbentuk badan hukum yang memiliki izin untuk pengadaan, penyimpanan, penyaluran obat dan/atau bahan obat dalam jumlah besar sesuai ketentuan peraturan perundang-undangan. Tujuan penulisan dan penyusunan ini mengkaji suatu dokumen working condition untuk menciptakan suatu lingkungan yang suportif untuk karyawan dalam bekerja sesuai dengan Peraturan Pemerintah dan CDOB yang ada. Penyusunan dokumen working condition pada PBFBO PT. Tatarasa Primatama dilakukan dengan literature review dengan mengumpulkan referensi mengenai working condition pada beberapa instansi kemudian menyesuaikan dengan kondisi di Indonesia dan peraturan yang berlaku. Hal-hal yang perlu di terapkan mengenai Working Condition meliputi ruang lingkup, personalia karyawan, pengupahan, waktu kerja, kondisi fisik dan mental, fasilitas kerja, perlindungan data pribadi, komunikasi sosial, lingkungan kerja, diskriminasi dan pelecehan, kompensasi BPJS. Kemudian dari dokumen yang telah disusun dilakukan evaluasi terhadap kondisi mengenai Working Condition di PT Tatarasa Primatama. Penerapan working condition dengan baik dan benar mempengaruhi kinerja para karyawan sehingga lebih produktif dan efisien sehingga output pekerjaan yang dihasilkan lebih baik hal ini berpengaruh baik terhadap perusahaan.

.....Working conditions are the relationship between work and work relationships that include (working hours, working time, rest time, work schedule), physical conditions and mental demands in the workplace. Working conditions are very important in an organization / company. PT Tatarasa Primatama is one of the Pharmaceutical Wholesalers, hereinafter abbreviated as PBF is a company in the form of a legal entity that has a license to procure, store, distribute drugs and / or change drugs in large quantities in accordance with statutory provisions. The purpose of this writing and preparation is to review a working condition document to create a supportive environment for employees to work in accordance with existing Government Regulations and CDOB. The preparation of working condition documents at PBFBO PT Tatarasa Primatama was carried out by literature review by collecting references regarding working conditions in several agencies and then adjusting to conditions in Indonesia and applicable regulations. Matters that need to be applied regarding Working Conditions include scope, employee personnel, wages, working time, physical and mental conditions, work facilities, personal data protection, social communication, work environment, discrimination and harassment, BPJS compensation. Then from the documents that have been prepared, an evaluation of the conditions regarding Working Conditions at PT Tatarasa Primatama is carried out. The application of working conditions properly and correctly affects the performance of employees so that they are more productive and efficient so that the resulting work output is better, this has a good effect

on the company.