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COMPANY REGULATION DEVELOPMENT ASSISTANCE PT. KARYA PRIMA VALASINDO

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Abstract

Employers who employ at least 10 workers/laborers are required to make company regulations. Company regulations are regulations made in writing by employers that contain work requirements and company rules and regulations. It is important to establish company regulations that are in accordance with the law to ensure that workers/laborers can work safely. The method used is empirical methodology, the authors go directly to the field to examine the actual situation in the practical work place and collect the required data and interview several related. After the necessary data is collected, the next stage is to analyze and then implement the project that has been designed by the author. To establish company regulations made by employers, it is necessary to consult with experts and trade unions in the process of establishing regulations. After the company regulations are drafted, workers can work as much as possible in accordance with company regulations and become more aware of labor laws.

Keywords: *Regulation, Company, Workers*

Introduction

Over time, companies need regulations that are made to serve as guidelines for companies and employees that contain the rights and obligations of each party with the aim of maintaining a good and harmonious working relationship between employers and employees, in a joint effort to improve employee welfare and sustainability. company business. Every company engaged in the trade in goods or services, both national and multinational, in carrying out its management and day-to-day operations related to employment, of course requires a company regulation that applies and is complied with by all employees in order to run properly and in accordance with applicable laws and regulations. apply. One of the problems experienced by PT. Karya Prima Valasindo does not yet have company regulations. Specific regulations to clearly regulate the position of any previously existing rules or policies. Regulations related to working hours and wages have been regulated and stated in the employee appointment agreement.

However, there are still other rules that need to be regulated, such as work procedures, rights and obligations of workers as well as procedures for acceptance and termination of employment and the need to improve and perfect the existing rules, so that company regulations that are made can discipline workers in carrying out their work. Company regulations are needed not only to regulate what things must be done by employees/employees, but also to ensure that the rights and obligations of both parties, both the employer and the employee, can be clearly explained in a regulation which is the basic rule for the Company. Based on the description above, analysis and legal solutions are of course very necessary to help solve the problems faced by the company PT. Karya Prima Valasindo. So the goal to be achieved through the Community Service (PkM) program is to develop a company regulation for PT. Karya Prima Valasindo in written form which can be used as a reference for the fulfillment of rights and obligations as well as knowledge for employers and workers in working relationships in order to create order in the company.

Methods

In the implementation of this PKM activity, the authors analyze primary data in the field through an applied research approach, which means finding solutions to existing problems, to be applied directly in overcoming existing problems. The primary data collected is of course supported by secondary data to determine the outcomes to be achieved in accordance with the provisions of the legislation. Data collection techniques carried out by the author include literature study, observation, and interviews. In the program output realization stage, the writer divides it into three stages; First, the preparation stage which begins with asking permission from the directors of PT. Karya Prima Valasindo to do practical work later. As well as conducting interviews to look for problems faced by the company. Second, the authors carry out activities that start from problem identification while still based on data collection techniques, to analyze and find solutions to the problems found. After the solution is found, the writer then offers a solution to the problem. If the solution offered is accepted, then the author will draw up an output design that will be implemented. During the preparation of regulations, the author will consult with the company. Third, the assessment and reporting stage, at this final stage the author will ask for an assessment from the company and conduct an evaluation together with the supervisor. If the activity outputs have been approved, the last step is to collect the results of the report as a final report. The author will do practical work from September 2021 to November 2021. Companies have an important role in people's lives.

Result and Discussion

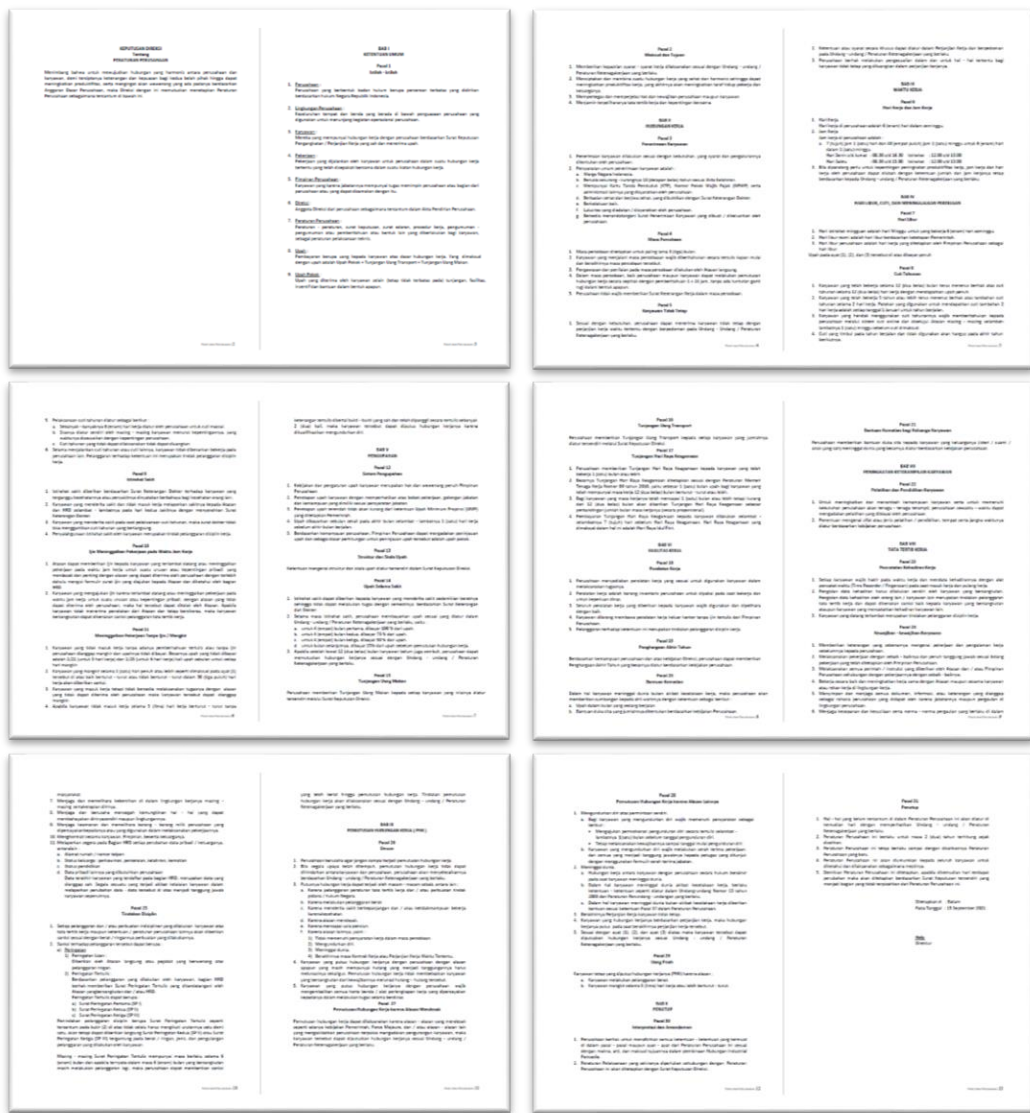
The company is an organization that combines and organizes various resources with the aim of producing goods and or services for sale (Salvatore, 2005). The role of the company is an important part in solving welfare problems as stated in

the Investment Law which requires companies to be committed to participating in economic development in order to improve the quality of life and a beneficial environment through corporate social responsibility. The implementation of corporate social responsibility exists as an answer to the demands of business ethics, law and the public addressed to the company. PT. Karya Prima Valasindo is a company engaged in Foreign Exchange Business Activities or better known as Money Change. The data obtained by the author after conducting the initial interview is that companies need workers and workers of course need employers. Every company really needs employees who are disciplined to maintain its business continuity. What is expected by the foundation is a certain time work agreement that can be applied in employee recruitment. Given that in order to provide certainty on the rights and obligations between employers and workers in the company, clear and written guidelines are needed. Basically, companies need a guideline so that operational activities can run well. Especially companies that have developed and already have many employees, it is important to make internal regulations that regulate various interests between companies and workers. Company regulations are also useful for reducing potential conflicts between companies and workers, with regulations that serve as guidelines, these regulations have legal consequences between companies and workers. So that if there is a violation, the company and workers have a legal basis to fulfill each other's rights and obligations that have been regulated in the Company Regulations (Hasan, 2020). implementation of performance relations in the company. Company regulations are a means of setting dynamic conditions, because they are only valid for 2 (two) years, and after 2 (two) years, a renewal is held. Entrepreneurs who employ at least 10 (ten) people are required to make company regulations, namely which is made in writing by the entrepreneur that contains the working conditions and company rules (Zulkarnaen, 2017). Therefore, the author then provides suggestions or input to the company to form a company regulation. This suggestion is welcomed by the company. After obtaining approval from the company, the author then forms a regulatory formulation consisting of 10 chapters and 31 articles, which are as follows :

The image shows the cover and table of contents of a document titled 'PERATURAN PERUSAHAAN 2021 - 2023' for PT Karya Prima Valasindo. The cover features the KPV logo and the company name. The table of contents lists 10 chapters and 31 articles, with page numbers ranging from 1 to 31.

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After carrying out the service program, the output of this program is the Draft Company Regulation at PT. Prima Valasindo's work can be completed. The author submits a hardcopy of the draft company regulations that have been made, at that time the author explains in detail the content material regulated in the

regulation. Regarding the draft company regulations that have been made, the company provides several inputs to adjust to the company's conditions. After re-explaining the company regulations that the author has changed, the company approves the output of the practical work that the author does, accompanied by the submission of a hardcopy of the company regulations.

Conclusions

The output to be achieved in this program is to help PT. Karya Prima Valasindo to draft company regulations. And the outputs that have been compiled by the author get a good response from the company. This regulation will later be discussed again by the company with the workers before proceeding to obtain approval from the Minister of Manpower (Article 108 paragraph (1) of the Manpower Law). The impact of this program is to provide solutions to the company's problems. After implementing the project outputs that the author has designed, the company feels very satisfied and becomes more aware of the importance of company regulations in a business entity. Company regulations can be a guide in maintaining good relations between the two parties and promoting and ensuring business continuity. The existence of company regulations that the author has designed, the company can hold deliberations with workers to get advice and considerations related to company regulations. The expected recommendation for the next PKM activity is to assist the company in formulating a written cooperation agreement. Finally, the author would like to thank all the lecturers who have provided knowledge to the author so that they can implement it in the PKM program. In addition, the author would like to thank the big family of PT. Karya Prima Valasindo which provides an opportunity for the author to carry out the PKM program in his company.

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