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IMPLEMENTATION OF INTERESTED TIME WORKING AGREEMENTS AT PT.INDO MATRA POWER IN ACCORDANCE WITH LAW No. 13 of 2003 CONCERNING MANPOWER

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Abstract

PT Indo Matra Power is a company engaged in the field of Electricity, . PT Indo Matra Power can be said, a fairly large company with a fairly large number of employees, however PT Indo Matra Power does not enter into an employment agreement with its employees. Whereas the agreement between the company and the employee is a important. Therefore, the author wants to take this topic as a practical work report. In this practical work, the author forms a draft agreement unspecified working time. From this design, it is intended that PT Indo Matra Power and its workers have bonds and can fulfill each other's rights and obligations. With the draft work agreement already made, Entrepreneurs feel better understand what rights and obligations entrepreneurs have to do give, and if the worker violates the company rules the employer is more it's easy to give sanctions because it's already stated in the agreement work. Meanwhile, the workers feel that there is legal certainty from the parties involved workers with this work agreement starting from the rights and obligation must be fulfilled by workers and clarity in the calculation of overtime and clarity in calculating wages. At the time of implementation of the results of practical work that the author made did not exist obstacles, both from employers and from workers, but there are only a little criticism in calculating work overtime

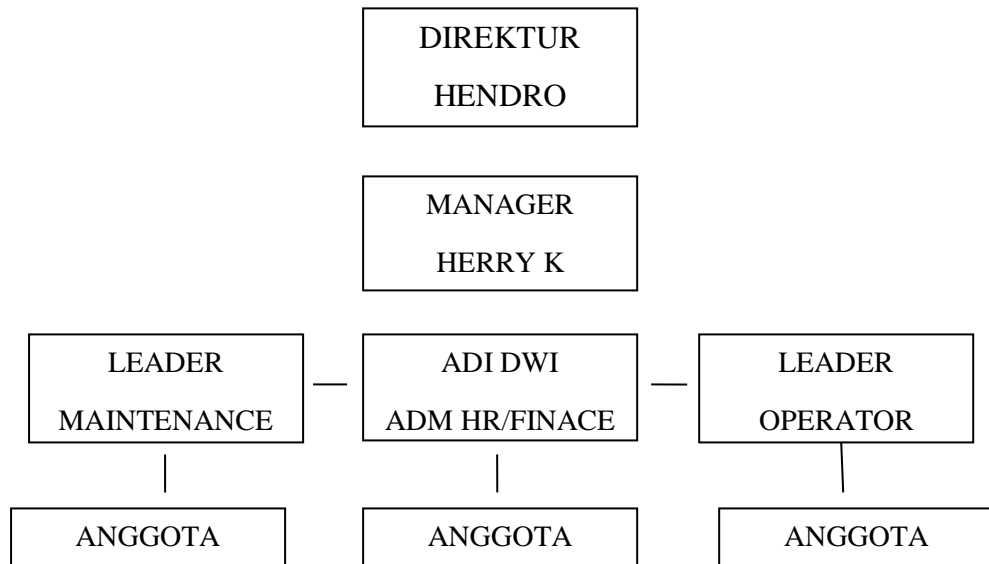
Keywords: *PT Indo Matra Power, company, work agreement*

Introduction

PT. Indo Matra Power Batam (IMP) is an independent power company, which operates three power plants that supply electricity to PLN. Established since 2000. The location of this company is on Jl. Hang Kesturi No.4, Batu Besar, Nongsa District, Batam City, Riau Islands. Operates 24 hours from Monday-Sunday. With the number of employees 36 people.

As for the person in charge of the company and the owner of the company PT. Indo Matra Power, namely Mr. Hendro is the main director. The company's commissioner is Mr. Arya. KWH electricity generated from the transformer machine will be traded to Bright every month.

ORGANIZATIONAL STRUCTURE.



In order to achieve a predetermined goal, the company needs a division of tasks and responsibilities and has a clear line of authority. The division of tasks and responsibilities can be seen through the organizational structure used by the company. Organizational structure used by PT. Indo Matra Power is a line organization structure. In order to understand the organizational structure of PT. IndoMatra Power can be seen in the chart above. The following are some explanations of the responsibilities of each division of the organizational structure of PT. Indo Matra Power.

Company Activities

PT. Indo Matra Power is engaged in the electricity sector, whose main activity is selling the results of the electric voltage generated from the transformer machine and directly transferred to the GI (Substation) and that is where the sale of the electric power is.

MACHINE TRAFOMER.



Methods

The method used in carrying out practical work at PT. Indo Matra Power is located at Jl. Hang Kesturi No.4, Batu Besar, Nongsa District, Batam City, Riau Islands. Data collection techniques used in conducting field studies. Based on the understanding of the methodology of investigation of social and human phenomena. The types of data used are as follows:

1) Primary Data

Is data that can be obtained from the source directly, either by means of interviews, observations or reports in the form of unofficial documents which are then processed into a research. Primary data which is the source of data in research is the main data which is then analyzed in order to get answers to a problem in the research. Some of the primary data that the author did in this practical work as follows:

- a. Interview technique: interviews that the author conducted on HRD from PT. Indo Matra Power
- b. Observation Techniques: data collection is carried out with scrutiny and further observations are studied.

2) Secondary Data

Is data obtained from official documents, books related to the object of research. Some of the research results are in the form of theses, theses, dissertations and legislation.

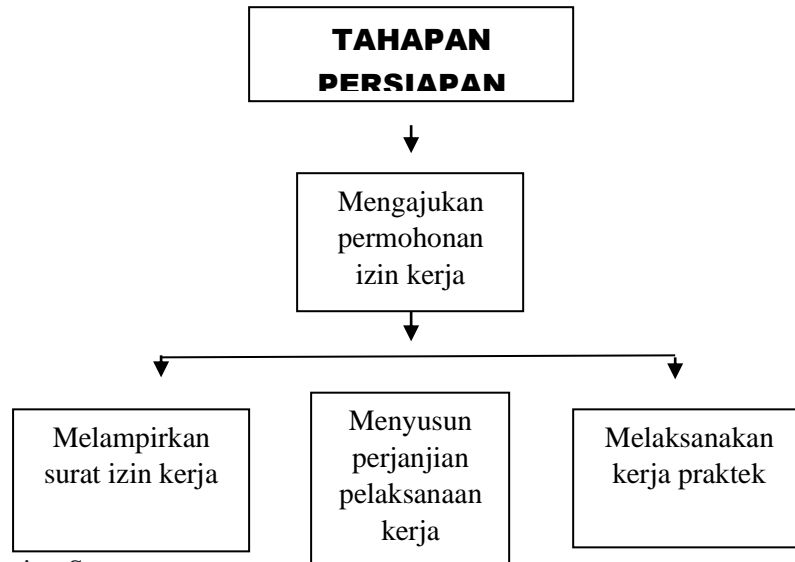
Result and Discussion

In the implementation stage of the results of the Practical Work Report Project, the authors carry out several stages that become supporters in order to realize the results of the project that the author gives to the company so that it can be accepted by the company. The stages are as follows:

1) Preparation Stage

Preparation stage is the earliest stage the author does for before the start of practical work is to determine where the author will carry out practical work. Next, the company asked when the practice work would start:

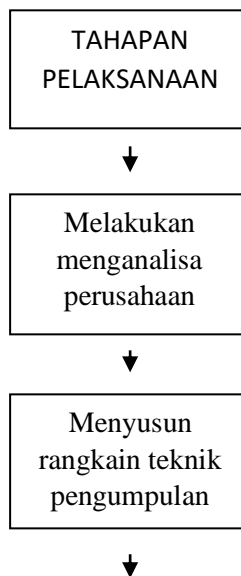
Picture 1.

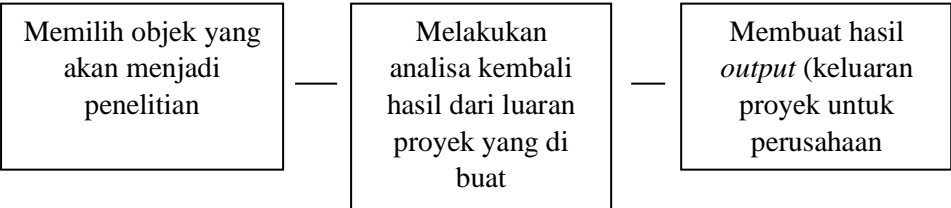


2) Implementation Stages

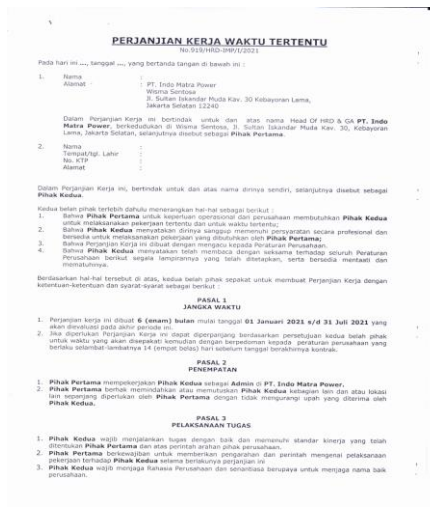
The process of implementing the authors carry out data collection that the authors need in writing practical work reports, and the authors compile the results of the project that will be implemented in the company. By compiling an employment contract between the employer and the worker, during the practical work period at PT. Indo Matra Power Implementation will start on September 28, 2021

Pictue 2.

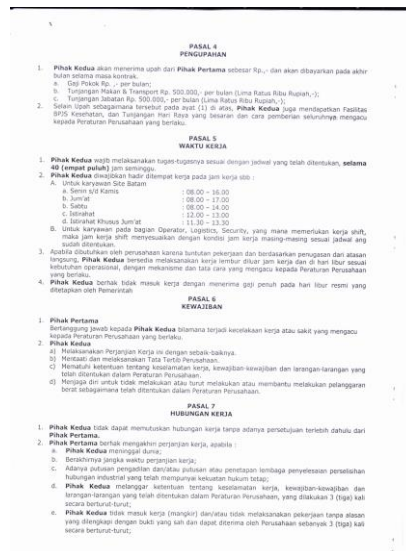




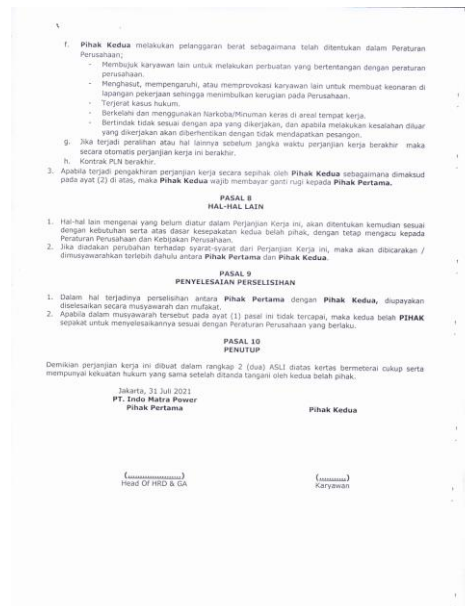
Furthermore, after the authors collect data that the authors get through interview techniques and observations in the field of practical work. Then the author will conduct an analysis of the product that the author wants to implement in the company. The results of the analysis of observations, the author has found a solution that the author must do by forming a work contract design.



PAGE 1



PAGE 2.



PAGE 3

During the process of implementing the results of practical work, the company has provided data information as assistance for authors in determining project outcomes and legal assistance from the company. So as to facilitate the author in doing practical work at PT. Indo Matra Power. Because the output of the project that the writer makes is something that is really needed by the company. The output of the author's project, namely a work agreement, is a sign of evidence of an engagement or that a work agreement is a sign that there is evidence of an engagement or agreement between the worker and the employer. The author also explains the benefits of an employment agreement to the employer. Furthermore, the author makes an effort to meet the employer and also the staff concerned for an explanation of the work agreement, the work agreement or the output of the author's practical work is approved to be used as a work agreement between the employer and the workers at PT. Indo Matra Power So there are no obstacles that the author feels when implementing the results of practical work. It's just that the company has difficulties in calculating the time for overtime and calculating salaries in accordance with the Manpower Office. There are no problems faced by the workers, but the workers feel clearer for the calculation of overtime when the hours are past work. And at this time the output of this practical work the company began to process the management of Manpower at the Batam City Manpower Office.

Conclusions

After the presentation on the chapters of practical work reports related to the object of research on work agreements at PT. Indo Matra Power, then the author draws the following conclusions:

1. The work agreement is a binder between the employer and the worker so that there is clarity on the rights and obligations of the parties involved in the work agreement
2. Based on Article 50 of the Manpower Law Number 13 of 2003, an employment relationship is a relationship that arises as a result of an employment agreement between an employer and an employee.
3. The employment agreement must have elements in it based on the provisions of Law Number 13 of 2003 concerning Manpower as follows: There is an agreement between the employer and the worker, making various forms of working conditions, namely the rights and obligations of the parties.
4. In addition to the terms of the work agreement, it must also have various forms of relationship elements that must exist or be contained in the work agreement: there are elements of workers, elements of orders, wages
5. The existence of a work agreement aims to reduce disputes between employers and workers

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