International Journal of Economics, Business and Innovation Research
https://e-journal.citakonsultindo.or.id/index.php/IJEBIR
E-ISSN : 2964-0865
IJEBIR

Implementation Of The Contract System And Employee Welfare PKWT (Specified Time Work Agreement) At PT Jasamarga Jogja Solo

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Abstract

The research object of this study is the issue of the contract system and the welfare of PKWT, or contract employees. I chose this study because I see that there are still many companies that use contract employees to save on operational costs, which results in losses for the contract employees themselves. The results of the research show that the contract employees are satisfied with the welfare of the PKWT.

Keywords: Employee Welfare, Contract System, Contract Employees, Salary, Career Path.

INTRODUCTION

Hiring is something that everyone aspires to. Some people believe that working has greater importance for them than just helping them with their cash, yet there's no denying that having money helps us and our families live better lives. As an employee, you naturally want to work as hard as possible to accomplish your goals and obtain what you desire in the future. As workers, we naturally desire to be compensated for our accomplishments. Rewards don't always have to be monetary; they can also be things that broaden our horizons, provide us joy, or strengthen our bonds with others.

There is a social stigma associated with working for a well-known company, as opposed to those employed by lesser-known or inferior companies, which suggests that employment at a well-known company will always be secure. In actuality, though, a lot of top businesses nowadays frequently post openings for contract workers rather than full-

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time workers. This is frequently taken advantage of by businesses to employ top-notch human resources (HR) at a lower cost than hiring full-time staff members.

For most people, the status of PKWT (Specified Time Work Agreement) employees or what we usually know as contract employees is considered less profitable because employees are given tasks that may be almost the same or even equivalent to permanent employees who are at risk and are dependent on the company because they have a certain period of time. . Situations like this make contract employees or PKWT (Specified Time Work Agreements) feel like they are in an uncomfortable and unsafe position because the company may at any time not employ contract employees when the company feels they no longer need them. Employees can suddenly lose their jobs, income and even facilities previously provided by the company, for example health facilities, transportation facilities or even housing facilities. This is very possible for companies, whether well-known or even mediocre ones. Without realizing it or even consciously, companies generally often think excessively about efficiency costs without thinking about the feasibility or fate of contract employees' career paths, which causes employee exploitation.

We all know how difficult it is to find work nowadays, with technological advances being so advanced and the competition for Human Resources (HR) being so abundant and rapid, we as humans accept any type of job. PKWT (Specified Time Work Agreement) employees are the first alternative that someone usually chooses, usually when they have just graduated from college. Contract employees do not always have a negative connotation, because this can be the first step to create a new work experience or a new career path that has never been done before. Not many are even appointed as permanent employees after working as contract employees. The work environment is also very influential, especially on young people, many young people who are still PKWT (Specified Time Work Agreement) employees still feel happy with what they do because the environment is positive and can make them develop scientifically. Therefore, being a contract employee is not always a negative thing if we are in the right place because it is very uncomfortable if the work environment is uncomfortable coupled with a heavy workload and income that is not as big as a permanent employee.

Every employee has the right to receive equal welfare, as does PKWT (Specified Time Work Agreement) employees or what we usually know as contract employees. From here we will interview several contract employees to find out whether they are prosperous in terms of work environment, salary, etc. Welfare is important for PKWT employees

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because this is the determining factor whether employees want to work for this company for a long time or not. If PKWT employees have a sufficient level of welfare, then the company will also progress further and there will be no obstacles in the future and employees will also become more enthusiastic about working which will influence better future results. The level of employee welfare is also very important as a reference for improving the career path that contract employees want in the future. Of course, all contract employees want to be more prosperous and achieve their desired goals, just as companies want to accelerate the achievement of their desired goals.

OBJECTIVES

There is some the objectives of this research :

1. To find out whether employees in the company have received welfare or not and find out what makes employees prosperous and find out about the contract offers implemented in the company.
2. How does the implementation of the contract system implemented in the company have an impact on creating prosperity at PT Jasamarga Jogja Solo.

THEORETICAL BASIS

PKWT (Specified Timework Agreement)

The definition of PKWT according to Article 1 number 1 of the Decree of the Minister of Manpower and Transmigration Number KEP 100/MEN/VI/2004 concerning Provisions for the Implementation of Specific Time Work Agreements (hereinafter referred to as Minister of Manpower Decree Number KEP 100/MEN/VI/2004) is "a work agreement between workers and entrepreneurs to produce employment relationships within a certain time or for certain jobs of a temporary nature." This definition agrees with the opinion of Prof. Payaman Simanjuntak that PKWT is a work agreement between workers and employers to carry out work which is estimated to be completed in a short time with a maximum period of 2 years and can only be extended once for a maximum of the same as the time of the first work agreement, with the provisions of the entire (term) agreement must not exceed three years in length. It is further stated that the PKWT is made for a period of 1 (one) year, so it can only be extended once with a maximum period (extension) of 1 (one) year. If the PKWT is made for 1 1/2 years, it can be extended by 1/2 year. So if the PKWT is for 2 years, it can only be extended by 1 year so that the total is a maximum of 3 years.

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If the employment relationship is terminated (on PKWT) for the reason of the probationary period, the superior is deemed to have terminated the employment relationship before the completion of the employment agreement. Therefore, superiors can receive sanctions to pay compensation to workers in the amount of the worker's wages until the end of the term of the employment agreement. PKWT cannot be done for permanent work (Article 59 paragraph (2) of the Employment Law), but PKWT can only be created for certain jobs which according to the type and nature or activity of the work will be completed within a certain time (Article 59 paragraph (1) of the Employment Law) namely:

1. Temporary work or assignments.
2. Tasks whose completion period is estimated within a short time and a maximum of 3 years, especially for PKWT based on the completion of certain work.
3. Tasks that are seasonal, or
4. Jobs that deal with new things such as new products.

According to Zulianto (2023), certain work that is agreed upon can be completed earlier than agreed, then the PKWT ends or is terminated by law. In other words, the agreement is completed automatically when the work is completed. PKWT for seasonal work is work whose implementation depends on the season or certain weather and can only be carried out for one type of work in a certain season.

According to Rajagukguk (2022) work that must be done to fulfill certain orders or targets is classified as seasonal work. However, this can only be done for workers/laborers who do additional work (Article 5 of the Minister of Manpower Decree Number KEP 100/MEN/VI/2004). For entrepreneurs who employ workers/laborers based on seasonal PKWT, the implementation is carried out by making a list of the names of workers/laborers who carry out the work (Article 6 of the Minister of Manpower Decree Number KEP 100/MEN/VI/2004).

According to Sengkey (2021), PKWT for seasonal work cannot be updated. Likewise, PKWT for work related to new products, new activities or additional products that are still in the trial or exploration period cannot be updated. If several PKWT conditions, such as (among others) extension, updating of types and specifications, are not heeded, then by law the employment relationship will change to an employment relationship according to the PKWTT. If there is a change in the employment relationship to PKWTT, it means that the worker/laborer is entitled to severance pay, gratuity for long

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service and compensation for rights. If what is violated is the type and nature of work, then the period of work is calculated from the time the employment relationship occurs. If the worker/laborer is entitled to severance pay, gratuity pay for long service, compensation for rights. The question is when the term of employment is calculated. If what is violated is the type and nature of the work, then the term of employment is calculated from the time the employment relationship occurs. If what is violated is the provisions regarding the extension or renewal period, then the work period is calculated from the time of the violation regarding this period.

Employee Welfare

The implementation of the welfare program run by the company is expected to be able to create calm, work motivation, loyalty and discipline, as well as reduce employee turnover rates relatively low (Hasibuan, 2019: 185). The importance of employee welfare and its own benefits emphasizes the need for managers to implement and implement employee welfare programs. Employee welfare programs must be based on legal provisions, principles of justice and feasibility that have internal and external consistency, and must be adjusted to the company's financial capabilities. To explain further, several views from experts regarding employee welfare programs state that employee welfare, which is also known as benefits, includes all types of rewards in the form of money that are not directly given to employees.

Dale Yoder in Hasibuan (2019:186) provides an alternative definition of employee welfare, describing it as additional assistance in the form of money to employees, especially in payments for sick people, employee savings, share distribution, medical care, and pensions. Hasibuan himself (2019:185) states that employee welfare is additional rewards (both material and non-material) given according to policy, aimed at maintaining and improving the physical and mental condition of employees so that their productivity increases.

According to Irmayani (2021), the implementation of welfare programs must be able to maintain and retain employees so that they remain productive for the company, while ensuring their effectiveness and selectivity to achieve the goals set by the company.

From the understanding expressed by these experts, it can be concluded that the welfare program is an employee maintenance strategy implemented by companies by providing rewards for their performance, in the form of additional financial benefits outside wages and salaries (allowances and facilities).

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According to Meithiana (2018), the main aim of implementing or providing a welfare program is to encourage employees to dedicate their lives to the company in the long term or to foster a sense of loyalty to the company as demonstrated by job satisfaction, work enthusiasm, work discipline and high dedication. According to Shofa et all (2023) employee welfare includes financial and non-financial benefits, as well as facilities and services. Wellness programs must be designed as well as possible to support the goals of the company, employees and society as a whole.

Welfare programs must be based on fairness and feasibility, based on government laws, and based on company capacity. This is very important to keep existing welfare programs in place. Eliminating them will result in a lack of discipline, breakdowns, and higher turnover. Information about welfare programs must be provided openly and clearly, and the timing of the provision must be appropriate and in accordance with employee needs. (Hasibuan, 2019:187).

RESEARCH FRAMEWORK

Based on the research background and theoretical basis used, the following research framework was formulated:

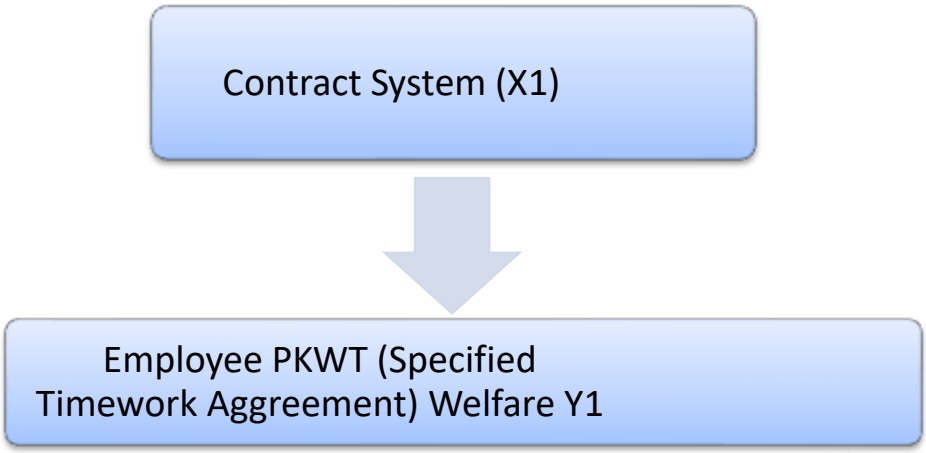


Figure 1. Research Framework

RESEARCH METHOD

The research focus is that companies have responsibilities from a human resources perspective. The company plays an important role in determining the welfare of its employees. The meaning of employee welfare in a company is usually interpreted

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as a complement or benefit that the company can provide outside of salary (Andre F. Sikula, 2011). Then, the human resources perspective refers to the contract system given to employees and what is provided by the company so that it affects employee welfare.

This research paper uses a qualitative methodology. Qualitative methodology is a research method that focuses on discovering the importance and new ideas for goals in aspects of human resources. This method allows researchers to thoroughly explain the events of employees, especially contract employees, in their welfare in the company and the contract system provided by the company without relying on numerical data (Zikmund & Babin, 2006). Sekaran & Bougie (2016) say that qualitative data is obtained from primary and secondary sources, such as individuals, groups, the internet and company records. The aim is to see how the data collection process is carried out through in-depth interviews, group discussions, and content analysis (Hennink et al., 2020). In addition, descriptive analysis and content analysis are used to provide further explanation about the research focus topic. Descriptive analysis examines the status of human groups, subjects, conditions, systems of thought, and phenomena. The aim is to describe a picture or painting as a whole, as well as explain the relationship between the phenomena being investigated (Nazir, 2011). Content analysis, on the other hand, is a research method that considers the context of the data to make reusable conclusions (Krippendorf, 2004).

DISCUSSION

Complexity in Implementing PKWT Work Contracts

The implementation of the PKWT work contract at PT Jasamarga Jogja Solo faces various challenges and complexities. First of all, companies need to consider the need for workforce flexibility in dealing with fluctuations in market demand and certain temporary projects. The need for employees with contracts that can be adjusted to certain time periods is an integral part of the company's operational strategy to maintain business smoothness.

Complexities arise in providing job security for employees. Employees with PKWT contracts may face uncertainty regarding the future of their employment after the contract ends, which can impact their mental and economic well-being. Companies need to pay attention to the balance between operational flexibility and job security for employees. According to Humairoh et al (2023) Social security is a welfare guarantee regulated by the government in providing benefits to workers/laborers and their family members. There

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are several social security programs which include, Work Accident Insurance; Life insurance; Pension Guarantee; Pension plan; Health Insurance and the newest scheme, namely Job Loss Guarantee.

There are also challenges in maintaining a balance between company operational efficiency and employee welfare. Careful policies are needed to ensure that the interests of the company and employees do not conflict. This requires active involvement from management, employees, and unions to reach a fair and sustainable agreement.

Challenges and Concerns Faced by Employees with PKWT Employment Contracts

The discussion will explore the challenges and concerns faced by employees with PKWT work contracts at PT Jasamarga Jogja Solo. These include uncertainty about future employment, the need for better job security and social protection, and differences in treatment between contract and permanent employees. According to Nona et al (2022), Employees with a Specific Time Work Agreement (PKWT) or what can also be called contract employees in a company are hired to help with work within the company, but it is not certain how their work will continue because they are only temporary employees. In other words, after the contract expires, the company can extend or renew the contract or appoint the contract employee as a permanent employee, by looking at how active the employee is at work. The debate will highlight the importance of understanding employee perspectives and needs in formulating more inclusive and sustainable policies and practices.

The challenges faced by employees with PKWT work contracts at PT Jasamarga Jogja Solo include several crucial aspects that affect their welfare. One of the main challenges is the uncertainty of future employment. Contract employees often feel uncertain about whether their contract will be renewed after the end of the contract, which can cause prolonged anxiety and stress related to the stability of their employment. The need for better job security and social protection is also a major concern for contract employees. They may feel that the legal and social protection they receive is not comparable to that of permanent employees, including rights related to termination of employment, leave, and social security such as severance pay and pensions.

Differences in treatment between contract and permanent employees can create injustice and inequality in the workplace, deepening social and economic disparities among employees. The discussion will also highlight the importance of understanding employee perspectives and needs in formulating more inclusive and sustainable policies

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and practices. It involves employees in the decision-making process, listens to and understands their concerns and aspirations, and provides adequate protection and equal rights for all employees, regardless of their employment status.

Companies need to consider concrete steps to improve conditions and protections for contract employees, including extending job security, providing wider access to social security, and reducing inequalities between contract and permanent employees. This will help create a more fair, inclusive and sustainable work environment for all employees at PT Jasamarga Jogja Solo. This discussion will reinforce the importance of considering employees' needs and interests in formulating policies and practices that affect them directly.

A Balanced Approach to Improving Employee Well-Being

The discussion will emphasize the need for a balanced approach between flexibility of the company's workforce and protection of employee welfare in implementing PKWT work contracts. This includes proactive steps to provide job security and social protection to employees with PKWT contracts, as well as efforts to create a stable and sustainable work environment for all employees. This discussion will identify concrete strategies that company management can take to improve employee welfare in the context of PKWT work contracts.

The need for a balanced approach between flexibility of the company's workforce and protection of employee welfare in implementing PKWT work contracts is the main focus in this discussion. Although PKWT employment contracts provide flexibility for companies to adapt their workforce to fluctuations in market demand, it is important to remember that employee welfare should not be sacrificed in the process.

The results of research by Ferdy and Mega (2023) of 4 indicators of PKWT compensation, namely the first is wages & salaries that are in accordance with the contract desired by employees but need to be reviewed regarding adjustments to the value of wages & salaries between government and company policies. In response to concerns about job uncertainty and lack of protection for PKWT employees, proactive steps must be taken by company management. One proactive step that can be taken is to provide greater job security for employees with PKWT contracts. This can be done by extending the contract period, giving priority to extending the contract to employees who have performed well, or providing the option for a permanent contract after a certain period.

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This will not only provide job security for employees, but also increase their motivation and engagement with the company. Social protection is also an important aspect that needs to be considered in implementing PKWT work contracts. According to Christine and Gunardi (2023), PKWT, as regulated in the Employment Law, is a type of work agreement that is often used to regulate work relationships for a certain period of time. The issues discussed are legal protection for outsourcing and the worker status of PKWT employees based on employment law.

Company management needs to ensure that PKWT employees have equal access to social security, such as pension programs, severance pay and health insurance. This will help reduce inequalities between contract and permanent employees, as well as improve overall wellbeing in the workplace. Creating a stable and sustainable work environment for all employees is key to maintaining well-being and productivity.

This involves paying attention to working conditions, recognizing employees' contributions, and listening to their input and needs. By creating an inclusive and supportive work culture, companies can ensure that all employees feel valued and supported in achieving company goals. To achieve this goal, company management needs to identify concrete strategies that can be implemented. This may include adopting more inclusive internal policies, improving communication between management and employees, and providing training on employee rights and obligations to all relevant parties.

Overall, a balanced approach between workforce flexibility and protecting employee welfare in implementing PKWT work contracts is the key to creating a stable, fair and sustainable work environment for all employees at PT Jasamarga Jogja Solo. By taking proactive steps and prioritizing employee well-being, companies can strengthen bonds with employees, increase productivity, and achieve long-term success.

CONCLUSION

This research aims to find out how the implementation of the contract system that has been carried out by the company is in accordance or not in accordance with existing regulations and to observe whether the system implemented by the company makes PKWT or contract employees feel prosperous while working at the company so that the company can later improve what they do. deemed inadequate for employees and improve the existing contract system if necessary.

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Based on internship activities and the findings in this research, recommendations that can be given are:

1) Companies need to provide training according to divisions to improve employee quality.
2) Companies need to provide certainty regarding work contracts regarding work extensions or appointment of permanent employees.
3) Companies need to provide opportunities for contract employees to have a high career path.
4) Companies need to give salary increases to employees who have good qualities during their work contract period.

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