

ABSTRAK

Seluruh tenaga kerja kontrak yang ada di Indonesia pastinya mempunyai keinginan untuk menjadi tenaga kerja tetap atau karyawan tetap. Hal ini dikarenakan tidak ada jaminan masa depan jikalau masih dalam status karyawan kontrak. Berdasarkan permasalahan tersebut maka lahirlah suatu sistem ketenagakerjaan yang dinamakan “outsourcing”. Sistem kerja outsourcing yang sedang merajai dunia ketenagakerjaan Indonesia saat ini bukan tanpa protes. Ditambah sekarang ini telah diketuknya pengesahan UU Cipta Kerja yang melahirkan beberapa ketentuan baru dan memberi perubahan terhadap peraturan sebelumnya yang terdapat pada UU Ketenagakerjaan.

Dalam hal ini peneliti akan meneliti proses rekrutmen tenaga outsourcing yang ada pada Bank Dbs Cab Diponegoro Medan. Metode Normatif empiris ialah metode yang diterapkan pada riset. Praktik outsourcing telah menjadi raja dalam perekrutan tenaga kerja oleh perusahaan yang ada di Indoensia. Semakin berkembangnya sistem kerja outsourcing ini awalnya disebabkan oleh peristiwa krisis moneter yang melanda Indonesia pada 1998. Penerapan sistem kerja outsourcing hanyalah ditujukan kepada bagian pekerjaan yang bukan menjadi bagian inti dari perusahaan user, namun meskipun demikian, belum ada nya peraturan pelaksana turunan yang mengatur lebih konkrit terhadap hal tersebut, yaitu terhadap pengelompokkan jenis kegiatan kerja inti perusahaan dan non inti perusahaan.

Sementara perekrutan tenanga outsourcing di BANK DBS Cab Diponegoro Medan melalui jalur sistem kerja outsourching, yang terdiri dari 3(Tiga) orang Satpam dan 3(Tiga) orang Office boy. Adapun yang menjadi mitra perusahaan alih daya Bank DBS Cab Diponegoro Medan yaitu PT Manggala Putra Mandiri yang merupakan perusahaan alih daya yang berlokasi di Medan juga.

Kata Kunci : Outsourcing, Undang-Undang Cipta Kerja, Bank DBS Medan

ABSTRACT

All contract workers in Indonesia certainly have the desire to become permanent workers or permanent employees. This is because there is no guarantee for the future if you are still in contract employee status. However, in practice in the world of employment today it is very difficult to materialize, due to the imbalance in quantity between job seekers and job vacancies with the direct status of available permanent employees. Based on these problems, an employment system called "outsourcing" was born. The outsourcing work system that is dominating the Indonesian workforce today is not without protest, many parties protest against this system because it is considered to oppress workers' rights.

In addition, now there has been a knock on approval of the Job Creation Law which gave birth to several new provisions and made changes to the previous regulations contained in the Manpower Law. In this case the researcher will examine the recruitment process for outsourced staff at Bank Dbs Cab Diponegoro Medan. The empirical normative method is the method applied to this research where this method is carried out through research activities on reading materials and direct review of the object under study. The practice of outsourcing has become king in the recruitment of workers by companies in Indonesia.

The development of the outsourcing work system was initially caused by the monetary crisis that hit Indonesia in 1998. The application of the outsourcing work system was only aimed at parts of work that were not part of the core of the user's company, but even so, there were no derivative implementing regulations that regulated more concretely on this matter, namely the grouping of the company's core and non-core work activities. While the recruitment of outsourcing staff at BANK DBS Cab Diponegoro Medan is through the outsourcing work system, which consists of 3 (three) security guards and 3 (three) office boys. As for the partner of the outsourcing company of Bank DBS Cab Diponegoro Medan, PT Manggala Putra Mandiri, which is also an outsourcing company located in Medan.

Key Words : Outsourcing, Job Creation Law, Bank DBS Medan