

ABSTRACT

PAYMENT OF OVERTIME LABOURAGE TOWARD THE LABOR OF PT. KAI (INDONESIA TRAIN Ltd) SUB DIVISION IN REGIONAL TANJUNG KARANG BANDAR LAMPUNG

By

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One of the labor right is to get labourage based to the work time, where the work time is ruled on the Article 77 Subsection (2) The Law number 13/2013 about The Labor. Whenever the labor working over time, so the businessmen required to pay overtime labourage, provision about overtime labourage is ruled on the Decision of The Manpower and Transmigration Minister of Republik Indonesia Number 102/Men/ VI/2004 about Timing and Overtime Labourage. One of the companies that much doing overtime working is PT Kereta Api Indonesia. Based on it, there are two issues that were examined. First, how method of calculation and payment from overtime labourage toward labor force of PT KAI (Indonesia Train Ltd) ? Second, whether the inhibiting factors of implementing the payment of overtime labourage toward labor force of PT KAI (Indonesia Train Ltd) Tanjung Karang ?

Normative approach and empiric approach were used in this study. Data resource in this study is primary data and secondary data. Procedur of collecting data in this study is library study and interview. Data is been analysis as qualitative.

Based on the results and discussions, (1) Method of calculation and payment from overtime labourage toward labor force of PT Kereta Api Indonesia Sub Divisi III.2 Tanjung Karang Bandar Lampung (Indonesia Train Ltd Sub Divisi III.2 Tanjung Karang Bandar Lampung) is different from the Decision of The Manpower and Transmigration Minister Republik Indonesia Number 102/Men/ VI/2004 about Timing and Overtime Labourage and also different from The Law number 13/2013 about Labor Force. Because method of calculation and payment in PT Kereta Api Indonesia Sub Divisi III.2 Tanjung Karang Bandar Lampung is based on the Board of Directors Decision Number KEP.U/KP. 209/I/2/KA-2013 where method of calculation overtime labourage different between the labor on the internal system worker that the overtime work is calculated based on the education level while on the external system worker, the overtime labourage is calculated based on the the weighting of work, location of work, and time of

work. Afterwards, the payment of overtime on the internal labor force is given with monthly salary but on the external labor force is given one week after monthly salary. (2) the inhibiting factors of implementing the payment of overtime labourage toward labor force of PT KAI (Indonesia Train Ltd) Tanjung Karang is The occurrence of the mistake on human resources in department of salary when they input data overtime labourage, Often there are disruptions on computer systems company, and often occur system changes on salaries and wages.

Keywords: *Overtime Labourage, Labor, PT KAI (Indonesia Train Ltd)*