

ABSTRACT
PROTECTION OF THE LAW ON EMPLOYMENT TERMINATION IN
PT. CENTRAL PERTIWI BAHARI

By
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Government efforts to regulate and reduce disputes between workers and employers or between workers and business partner in order to avoid any misconduct - handedness that could harm either party is one of them by making Lex No. 2 of 2004 on Industrial Relations Dispute Settlement.

The study objective was to determine how the implementation of the Employment Termination by Lex No. 2 of 2004 on Industrial Relations Dispute Settlement happens at PT. Central Pertiwi Bahari and what are the factors inhibiting the implementation of the Employment Termination is.

Approach problems used in this study is the normative legal approach - empirical, that is research object of study includes provision of legislation and its application to the legal events. Based on the results of research and discussion, implementation of Employment Termination at PT . Central Pertiwi Bahari is due to the efficiency of the Company in the absence of shrimp farming so the company loses money.

In Completion of Employment Termination is performed by bipartite system between Management of PT. Central Pertiwi Bahari with labor unions of PT. Central Pertiwi Bahari with stages of negotiations to decide the amount of severance pay that money be set in the Regulation of the Minister of Labour No. KEP - 150 / MEN / 2000 on the settlement of labor dismissal and the stipulation of severance pay. While the factors that impede the implementation of the Employment Termination is the amount of severance pay Bargaining and internal conflict that occurred in Union of PT.Central Pertiwi Bahari

Advice from the author should be severance pay, cash awards and indemnities made under the provisions of Lex No. 13 of 2003 as well as implemented by Decree No. KEP.150/MEN/2000 and PT. Central Pertiwi Bahari can accelerate reconciliation between the company and farmers in order to make the cultivation plasma back so it can absorb more labor.

Keywords: Employment Termination