

ABSTRACT

THE EFFECTIVENESS OF POLICY *OUTSOURCING* SYSTEM

(Studies at PT Centralpertiwi Bahari)

by

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Outsourcing policy problem which is found in PT Centralpertiwi Bahari at Lampung South regency is still exist today. Those problems are: first, the company that hire laborers with outsourcing status take direct part in production or main activity in the company. Second, the problem that often violated by businessmen in terms of contract extension is exceeding the expiration of the previous period contract. Third, the company is also to set up the center training and recruit labor with did not pay the wages in accordance with the applicable regulation while workers placed just like ordinary laborers which also produce goods production in PT Centralpertiwi Bahari. Many a laborer who wrong in viewing because as if the company either by gives means of education and training of free in fact if traced deeper it will be visible the absence of good communication between the businessmen.

The purpose of this research is to know and to analyse the effectiveness of a policy in outsourcing system at PT Centralpertiwi Bahari. This research used descriptive qualitative method. This research managed and described the data and information based on facts that can be analyzed further.

This research result indicates that practice a policy of outsourcing system at PT Centralpertiwi Bahari have not been effective. In its implementation PT Centralpertiwi Bahari are still many things one of them in terms of surveillance of the fulfillment of the terms of outsourcing that is difficult to be implemented. Hence in the practice of the application of outsourcing system in a company were also a lot of that deviates. Daily practice in outsourcing PT Centralpertiwi Bahari so far recognized more many injurious workers / laborers, because a working relationship not fixed / contract, wages is low, there are no guarantees of social, the absence of welfare for workers, and there is no guarantee the development of a career in addition the contract agreement that agreed upon both parties violated by many companies.

Keyword: The Effectiveness Of Policy, Practice A Policy Of Outsourcing