

ABSTRACT

THE RIGHTSSETTLEMENT OF SEPARATION PAY FOR TERMINATED WORKERS/LABORS IN INDUSTRIAL RELATIONS COURT OF TANJUNG KARANG

By

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The Industrial Relations Disputes is a difference of opinion resulting in a dispute between employers or an association of employers and workers/labors or trade union due to a disagreement on rights, conflicting interests, a dispute on termination of employment, and a dispute among trade unions within one enterprise. Therefore, the government should be more intense in supervising such works issue in order to reduce the difference of opinion between the two parties.

The objective of this research were formulated as follows: to find out the claims of those terminated workers/labors in the settlement of industrial relations disputes in Industrial Relations Court of Tanjung Karang; to find out the procedure of settlement in fulfilling the separation pay, long service pay, and recompense pay for the determined workers in the Industrial Relations Court of Tanjung Karang.

This research employed both normative and empiric approach while the data was collected from primary and secondary data sources which have been analyzed qualitatively.

According to the finding of this research, the base claim of the terminated workers/labors in the Industrial Relations Court of Tanjung Karang was the rights owned by the workers/labors after termination, such as: rights for separation pay, long service pay, and recompense pay. The procedure of the industrial relations disputes settlement in the Industrial Relations Court of Tanjung Karang were as follows: the first court is reading the cases, the second court is replies from the accused party, the third court is replic, the fourth court is duplic, the fifth court is evidence from the accused party, the seventh court is conclusion, and the eight court is judge decision. However, before taking cases to the Court, the disputes should be taken at through bipartite negotiation, mediation or conciliation, and/or arbitration.

Keywords: Disputes, Workers' Rights, Termination of Employment