

ABSTRAK

PERLINDUNGAN HUKUM BAGI PEGAWAI PEMERINTAH DENGAN PERJANJIAN KERJA (PPPK) PADA DINAS PENDIDIKAN DAN KEBUDAYAAN PROVINSI LAMPUNG

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Perlindungan hukum bagi Pegawai Pemerintah dengan Perjanjian Kerja (PPPK), khususnya Guru PPPK SMA/SMK, merupakan bagian penting dalam sistem Aparatur Sipil Negara (ASN) yang bertujuan menjamin kepastian hukum, profesionalitas, dan kesejahteraan tenaga pendidik. Meskipun secara normatif Guru PPPK telah diakui sebagai ASN berdasarkan Undang-Undang Nomor 20 Tahun 2023 tentang Aparatur Sipil Negara, dalam praktiknya pelaksanaan perlindungan hukum masih menghadapi berbagai hambatan.

Permasalahan dalam penelitian ini adalah: (1) bagaimana perlindungan hukum bagi Guru Pegawai Pemerintah dengan Perjanjian Kerja (PPPK) SMA/SMK di Dinas Pendidikan dan Kebudayaan Provinsi Lampung; dan (2) faktor-faktor apa saja yang menghambat perlindungan hukum bagi Guru Pegawai Pemerintah dengan Perjanjian Kerja (PPPK) SMA/SMK di Dinas Pendidikan dan Kebudayaan Provinsi Lampung. Pendekatan masalah yang digunakan adalah penelitian hukum normatif dan empiris. Data diperoleh melalui studi pustaka dan studi lapangan, kemudian dianalisis secara deskriptif kualitatif.

Hasil penelitian menunjukkan bahwa sebelum pengangkatan, perlindungan hukum bagi Guru PPPK masih terbatas dan belum memberikan kepastian status kepegawaian. Setelah pengangkatan, perlindungan hukum menjadi lebih jelas melalui kepastian status sebagai ASN, mekanisme pengaduan dan permasalahan kepegawaian, mekanisme disiplin yang terstruktur, pendampingan hukum dalam melaksanakan tugas profesi, kepastian pemenuhan hak-hak dan jaminan kesehatan, serta evaluasi kinerja yang objektif. Akan tetapi, dalam pelaksanaannya masih terdapat hambatan berupa keterbatasan pemahaman dan pelaksanaan terhadap hak jaminan sosial, belum jelasnya arah pengembangan karier, serta penempatan guru yang belum sepenuhnya sesuai kebutuhan sekolah.

Kata Kunci: Perlindungan Hukum, Guru PPPK, Aparatur Sipil Negara, Provinsi Lampung.

ABSTRACT

LEGAL PROTECTION FOR GOVERNMENT EMPLOYEES WITH EMPLOYMENT CONTRACTS (PPPK) AT THE DEPARTMENT OF EDUCATION AND CULTURE OF LAMPUNG PROVINCE

By

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Legal protection for Government Employees with Employment Contracts, particularly Senior High School/Vocational High School (SMA/SMK) PPPK teachers, constitutes an essential part of the State Civil Apparatus system aimed at ensuring legal certainty, professionalism, and the welfare of educators. Although normatively PPPK teachers have been recognized as part of the ASN based on Law Number 20 of 2023 concerning the State Civil Apparatus, in practice the implementation of legal protection still faces various obstacles.

The problems examined in this study are: (1) how legal protection is provided for SMA/SMK PPPK teachers at the Department of Education and Culture of Lampung Province; and (2) what factors hinder the legal protection of SMA/SMK PPPK teachers at the Department of Education and Culture of Lampung Province. This research employs normative and empirical legal research approaches. Data were collected through literature study and field research and subsequently analyzed using descriptive qualitative methods.

The results show that prior to appointment, legal protection for PPPK teachers is still limited and does not provide certainty regarding employment status. After appointment, legal protection becomes clearer through the certainty of ASN status, mechanisms for complaints and personnel issues, structured disciplinary mechanisms, legal assistance in carrying out professional duties, assurance of the fulfillment of rights and health insurance, as well as objective performance evaluations. However, in its implementation, several obstacles remain, including limited understanding and implementation of social security rights, unclear career development pathways, and teacher placements that are not fully aligned with school needs.

Keywords: Legal Protection, PPPK Teachers, State Civil Apparatus, Lampung Province.