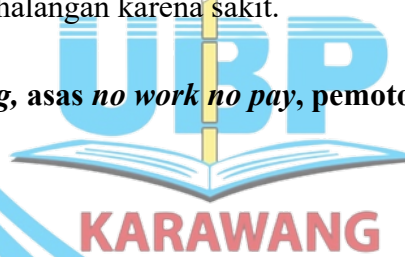


ABSTRAK

Asas *no work no pay* memiliki pengertian yaitu upah tidak dibayar apabila pekerja/buruh tidak melakukan pekerjaan. Permasalahan yang diangkat dalam penelitian ini adalah implementasi Peraturan Pemerintah Nomor 36 Tahun 2021 tentang Pengupahan. Tujuannya untuk mengetahui implementasi peraturan tersebut dalam praktik asas *no work no pay* di PT Foresight Global. Penelitian menggunakan metode pendekatan yuridis empiris yaitu meneliti dan mengkaji objek penelitian melalui data primer didapat di lapangan. Adapun hasil penelitian skripsi adalah PT Foresight Global tidak menjalankan Peraturan Pemerintah Nomor 36 Tahun 2021 tentang Pengupahan. Dalam praktiknya PT Foresight Global menetapkan aturan terbaru mengenai asas *no work no pay* walaupun pekerja sudah memberikan Surat Keterangan Dokter, sedangkan dalam hukum ketenagakerjaan melarang perusahaan untuk tidak membayar upah apabila pekerja/buruh memenuhi ketentuan Peraturan Pemerintah Nomor 36 Tahun 2021 tentang Pengupahan Pasal 40 ayat (3) yaitu pengusaha wajib membayar upah apabila pekerja/buruh berhalangan karena sakit.

Kata Kunci: *Outsourcing*, asas *no work no pay*, pemotongan upah



ABSTRACT

The principle of no work no pay has the meaning that wages are not paid if the worker/ laborer does not do the work. The problem raised in this research is the implementation of Government Regulation Number 36 of 2021 concerning Wages. The aim is to find out the implementation of these regulations in the practice of the no work no pay principle at PT Foresight Global. The research uses an empirical juridical approach, namely researching and examining the object of research through primary data obtained in the field. The results of the thesis research are that PT Foresight Global does not implement Government Regulation Number 36 of 2021 concerning Wages. In practice, PT Foresight Global stipulates the latest rules regarding the principle of no work no pay even though workers have provided a Doctor's Certificate, while in employment law prohibits companies from paying wages if the worker/labourer complies with the provisions of Government Regulation Number 36 of 2021 concerning Wages Article 40 paragraph (3) the entrepreneur is obliged to pay wages if the worker/laborer is unable to attend due to illness.

Keywords: *Outsourcing, no work no pay principle, wage deduction*

