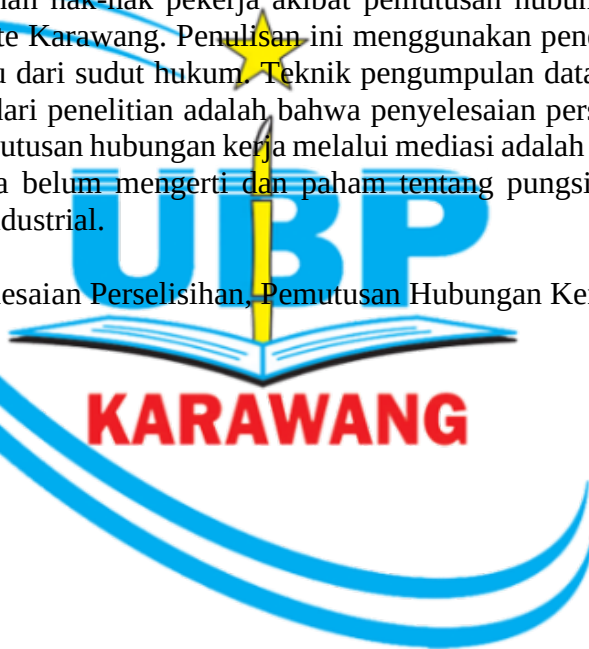


ABSTABSTRAK

Penyelesaian perselisihan PHK melalui mediasi dilakukan oleh mediator yang berada di setiap kantor instansi yang bertanggung jawab di bidang ketenagakerjaan kabupaten atau kota. Mediator yang berperan dalam penyelesaian perselisihan hubungan industrial adalah pegawai instansi pemerintah yang bertanggung jawab dibidang ketenagakerjaan. Masalah pokok penelitian: Bagaimana tahapan penyelesaian perselisihan hubungan industrial melalui mediasi berkaitan dengan hak-hak akibat pemutusan hubungan kerja antara pekerja dengan dengan PT Bukit Muria Jaya Estate Karawang; Bagaimana hambatan penyelesaian perselisihan hak-hak pekerja akibat pemutusan hubungan kerja antara pekerja dengan PT Bukit Muria Jaya Estate Karawang. Tujuan penelitian ini yaitu: Untuk mengetahui bagaimana tahapan penyelesaian perselisihan hubungan industrial melalui mediasi PT Bukit Muria Jaya Estate Karawang; Untuk mengetahui bagaimana hambatan penyelesaian perselisihan hak-hak pekerja akibat pemutusan hubungan kerja PT Bukit Muria Jaya Estate Karawang. Penulisan ini menggunakan penelitian yuridis normatif, yaitu ditinjau dari sudut hukum. Teknik pengumpulan data berupa studi pustaka. Kesimpulan dari penelitian adalah bahwa penyelesaian perselisihan hak-hak pekerja akibat pemutusan hubungan kerja melalui mediasi adalah masih banyak pengusaha dan pekerja belum mengerti dan paham tentang fungsi dan peranan Mediator Hubungan Industrial.

Kata Kunci: Penyelesaian Perselisihan, Pemutusan Hubungan Kerja, Mediasi.



ABSTRACT

Settlement of dismissal disputes through mediation is carried out by mediators who are in each office of the agency responsible for the district or city manpower sector. The mediator who plays a role in the settlement of industrial relations disputes is an employee of a government agency responsible for the field of manpower. The main research problems: What are the stages of resolving industrial relations disputes through mediation relating to rights due to termination of employment between workers and PT Bukit Muria Jaya Estate Karawang; How are the barriers to resolving workers' rights disputes due to termination of employment between workers and PT Bukit Muria Jaya Estate Karawang. The purposes of this study are: To find out how the stages of industrial relations dispute settlement through mediation of PT Bukit Muria Jaya Estate Karawang; To find out how the barriers to resolving disputes over workers' rights due to the termination of the employment relationship of PT Bukit Muria Jaya Estate Karawang. This writing uses normative juridical research, which is viewed from a legal point of view. Data collection techniques in the form of literature study. The conclusion of the research is that the settlement of workers' rights disputes due to termination of employment through mediation is that there are still many employers and workers who do not understand and understand the function and role of the Industrial Relations Mediator.

Keywords: Dispute Resolution, Termination of Employment, Mediation

