

**LEGAL PROTECTION OF PT. MUTUALPLUS GLOBAL RESOURCES
IN THE USE OF OUTSOURCING WORKERS AT PT BANK
KESEJAHTERAAN EKONOMI IN PADANG**

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ABSTRACT

PT Mutualplus Global Resources in the use of outsourced labor must provide legal protection to workers who have been terminated unilaterally by their clients, this is contained in Article 35 paragraph (3) of the Manpower Act. The problems of this research are: 1) What is the responsibility of PT. Mutualplus Global Resources in using outsourcing labor services at BKE Bank? 2) What is Legal Protection for outsourced workers at PT Mutualplus Global Resources? 3) What is the resolution of a dispute if there is a default by one of the parties? This study used a socio-legal approach. The data used include primary data and secondary data. Primary data were obtained through interviews and document studies. From this study it can be concluded that: 1) Legal protection of PT. Mutualplus Global Resources in the use of outsourced labor services at the BKE Bank of Padang towards termination of employment there is no responsibility in the form of compensation provided, there is only social responsibility 2) Legal Protection for outsourced workers in the form of old age insurance provided after 3 (three) months of work 3) Efforts that can be taken by the parties in the event of default, namely holding deliberations / negotiations.

Keyword : Legal Protection, Use, Labor, *Outsourcing*.

**Perlindungan Hukum PT. Mutualplus Global Resources Dalam Penggunaan
Tenaga Kerja *Outsourcing* Di PT Bank Kesejahteraan Ekonomi Cabang
Padang.**

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ABSTRAK

PT Mutualplus Global Resources dalam penggunaan tenaga kerja *outsourcing* harus memberikan perlindungan hukum kepada tenaga kerja yang telah diputuskan hubungan kerja secara sepihak oleh klien nya, hal ini terdapat di dalam Pasal 35 ayat (3) UU Ketenagakerjaan. Rumusan Permasalahan yakni: 1) Bagaimanakah tanggung jawab PT. Mutualplus Global Resources dalam penggunaan jasa tenaga kerja *outsourcing* di Bank BKE Cabang? 2) Bagaimanakah Perlindungan Hukum bagi tenaga kerja *outsourcing* pada PT Mutualplus Global Resources? 3) Bagaimanakah penyelesaian sengketa jika terjadi wanprestasi oleh salah satu pihak ? Metode Penelitian adalah metode penelitian yuridis sosiologis. Jenis data yakni data primer dan data sekunder. Teknik pengumpulan data yakni dengan melakukan wawancara dan studi dokumen. Simpulan: 1) Perlindungan hukum PT. Mutualplus Global Resources dalam penggunaan jasa tenaga kerja *outsourcing* di Bank BKE Cabang Padang terhadap adanya pemutusan hubungan kerja tidak ada tanggung jawab berupa ganti kerugian yang diberikan, hanya ada tanggung jawab sosial 2) Perlindungan Hukum bagi tenaga kerja *outsourcing* berupa jaminan hari tua diberikan setelah 3 (tiga) bulan bekerja 3) Upaya yang dapat ditempuh oleh para pihak jika terjadi wanprestasi yakni melakukan musyawarah/perundingan.

Kata Kunci: Perlindungan Hukum, Penggunaan, Tenaga Kerja, *Outsourcing*.