

ABSTRACT

In 2020, covid-19 became a very big concern for the Indonesian people, many losses caused by this pandemic had an impact on the Indonesian economy. The impact of the COVID-19 pandemic has caused various human economic activities to become abnormal, and the oil industry is no exception. The direct limitation of human movement due to the Large-Scale Social Restrictions (PSBB) regulations resulted in a decrease in demand for fuel due to reduced use of vehicles to go to the office or activities. Due to the decrease in demand for fuel oil felt by companies in the oil sales sector which resulted in a decrease in sales revenue. In order to survive during the pandemic, the company took steps to cut workers' wages so that the company's finances were stable due to reduced sales of fuel oil. Bali's economy and population depend on tourism. Transportation plays an important role in tourism activities, because all activities and trips really need transportation. During the COVID-19 pandemic, fuel sales declined due to less community activity, which resulted in the company's revenue declining. There are two problem formulations that will be discussed in writing this thesis, namely (1) How is the system for implementing the payment of wages to workers during the COVID-19 pandemic at PT Prapen Anugerah Dewata?, (2) How is legal protection for workers who experience wage cuts due to the COVID-19 pandemic? -19 at PT Prapen Anugerah Dewata? The method used in this research is an empirical legal research method with a fact approach and a statutory approach. From the results of the discussion for payment of wages to workers during the COVID-19 pandemic, the company still paid wages to workers, but the amount of wages received by workers was cut by the company by 5%, in which case the company's sales decreased due to the pandemic. In legal protection for workers who experience wage cuts due to the COVID-19 pandemic where the Minister of Manpower of the Republic of Indonesia has issued a circular letter No. M/3/HK.04/III2020 concerning Workers Protection and Business Continuity in the Context of Prevention and Control of Covid-19 which in the letter In the mechanism for setting wages, it is discussed with the workers concerned to implement a collective agreement so that there are no disputes regarding the determination of wages by the company in such a situation.

Keywords: Covid-19 Pandemic, Wage Cuts, Legal Protection.

ABSTRAK

Pada tahun 2020, covid-19 menjadi perhatian yang sangat besar bagi bangsa Indonesia, banyak kerugian yang ditimbulkan dari pandemic ini yang berdampak pada perekonomian Indonesia. Dampak pandemic covid-19 menyebabkan berbagai aktivitas ekonomi manusia menjadi tidak normal, tidak terkecuali industri minyak. Dibatasinya pergerakan manusia secara langsung dengan adanya peraturan Pembatasan Sosial Berskala Besar (PSBB) mengakibatkan penurunan permintaan terhadap BBM dikarenakan penggunaan kendaraan untuk menuju kantor atau aktivitas menjadi berkurang. Karena menurunnya permintaan terhadap bahan bakar minyak yang di rasakan oleh perusahaan bidang penjualan minyak yang mengakibatkan menurunnya pendapatan penjualan. Agar dapat bertahan di masa pandemi perusahaan mengambil langkah pemotongan upah pekerja agar

keuangan perusahaan setabil akibat berkurangnya penjualan bahan bakar minyak. Bali perekonomian dan penduduknya tergantung dari pariwisata, Transportasi sangat berperan penting dalam aktivitas pariwisata, karena segala aktivitas dan perjalanan sangat membutuhkan transportasi. Dimasa pandemi covid-19 penjualan bahan bakar menurun karena aktivitas masyarakat sedikit yang mengakibatkan pendapatan perusahaan menurun. Terdapat dua rumusan masalah yang akan dibahas dalam penulisan skripsi ini yaitu (1) Bagaimana system pelaksanaan pembayaran upah terhadap pekerja pada masa pandemic covid-19 di PT Prapen Anugerah Dewata?, (2) Bagaimana perlindungan hukum terhadap pekerja yang mengalami pemotongan upah akibat pandemic covid-19 di PT Prapen Anugerah Dewata? Metode yang digunakan dalam penelitian ini yaitu metode penelitian hukum yang bersifat empiris dengan pendekatan fakta dan pendekatan peraturan perundang-undangan. Dari hasil pembahasan untuk pembayaran upah terhadap pekerja pada masa pandemic covid-19 perusahaan tetap membayar upah terhadap pekerja namun besaran upah yang di dapat oleh pekerja dipotong oleh perusahaan sebesar 5% dimana dalam hal ini penjualan perusahaan menurun yang diakibatkan oleh pandemic. Dalam perlindungan hokum terhadap pekerja yang mengalami pemotongan upah akibat pandemic covid-19 dimana Menteri ketenagakerjaan republic Indonesia telah mengeluarkan surat edaran No M/3/HK.04/III2020 tentang Pelindungan Pekerja dan Kelangsungan Usaha dalam Rangka Pencegahan dan Penanggulangan Covid-19 dimana dalam surat tersebut Dalam mekanisme pengaturan upahnya dibicarakan bersama parapekerja yang terkait untuk melaksanakan kesepakatan bersama agar tidak terjadi perselisihan megenai penetapan upah oleh perusahaan pada situasi seperti ini.

Kata Kunci : Pandemi Covid-19, Pemotongan Upah, Perlindungan Hukum.

