

P-ISSN : 2337-9251
E-ISSN : 2957-9094

JHR

Jurnal Hukum Replik

Volume 11 No. 1 Maret 2023



Published by
FACULTY OF LAW
UNIVERSITAS MUHAMMADIYAH TANGERANG

DAFTAR ISI

A FACILE STUDY OF THE STATUTORY CHALLENGES CONCERNING CUSTOMARY PRACTICE OF INTESTATE SUCCESSION IN NIGERIA

Paul Atagamen Aidonojie, Oaihimore Idemudia Edetalehn..... 1-11

HUMAN RIGHTS AND DATA PROTECTION IN THE DIGITAL FINANCIAL ECOSYSTEM

Hidayatulloh 12-28

WOMEN AND POLITICS: STRATEGIES IN OPTIMIZING WOMEN'S REPRESENTATION IN BANTEN PROVINCE LEGISLATIVE ELECTION POLITICS 2024

Muhammad Asmawi, Lathifah Sandra Devi..... 29-38

THE PRINCIPLE OF NON-DISCRIMINATION AS A FORM OF PROTECTION FOR UNDERAGE CHILDREN VICTIMS OF NARCOTICS AND PSYCHOTROPIC CRIMES

Ida Ayu Rosida, Rifda Ayu Akmalia, Sonia Amelia, Ega Permatadani, Anang Dony
Irawan..... 39-52

ADOPTED CHILDREN AND HEIRS IN INHERITANCE LAW PROBLEMS: Court Judgment Number 161/Pdt.G/2021/PN.Kln and Court Judgment Number 876/Pdt.G/2019/PN.Sby Analysis

Tashya Panji Nugraha, Naufal Fachri, Kelik Wardiono, Marisa Kurnianingsih 53-67

THE EFFECTIVENESS OF THE BUSINESS COMPETITION SUPERVISORY COMMISSION IN HANDLING CASES OF ALLEGED UNFAIR BUSINESS COMPETITION CONDUCTED BY PT AERO CITRA CARGO

Wike Nopianti, Deny Guntara, Muhamad Abas 68-80

IMPLEMENTATION OF REGULATION OF THE MINISTER OF MANPOWER NUMBER 6 OF 2020 CONCERNING THE IMPLEMENTATION OF DOMESTIC APPRECIATION IN KARAWANG, WEST JAVA

Listiono, Deny Guntara, Muhamad Abas 81-93

CONSUMER PROTECTION AGAINST WITHDRAWAL OF MOTOR VEHICLES BASED ON FIDUCIAN COLLATERAL

Jannus Manurung, Yuniar Rahmatiar, Muhamad Abas..... 94-104

**ABUSE OF AUTHORITY BY THE REGIONAL GOVERNMENT FOR THE
CONSTRUCTION OF NATIONAL ROADS**

Ahmad Munir, Luthfie Octavian, Sugiran Try Wibowo, Bagus Teguh Santoso
..... 105-120

**IMPLEMENTATION OF REGULATION OF THE MINISTER OF
MANPOWER NUMBER 6 OF 2020 CONCERNING THE
IMPLEMENTATION OF DOMESTIC APPRECIATION IN KARAWANG,
WEST JAVA**

Listiono¹, Deny Guntara², Muhamad Abas³

Jl. HS. Ronggo Waluyo, Puseurjaya, Telukjambe Timur, Karawang, Jawa Barat 41361

* Correspondence email: muhamad.abas@ubpkarawang.ac.id

Abstract

Indonesia is a constitutional state with a rule of law that is very useful for society, and the law must provide benefits and goals for humanity. In general, employment in apprenticeship practices results in that there are still many companies that do not give an allowance amount. In the corporate world, labor is one of the most significant expenses in the corporate world, so in this case, if the work (interns) is not paid, it can benefit the company. Meanwhile, interns also have other needs in their daily activities. This can harm both parties, namely apprentices (apprentices) and the company. The problem is how the apprenticeship program is implemented in Indonesia in terms of the Minister of Manpower Regulation Number 6 of 2020 concerning the Implementation of Domestic Apprenticeships and what are the inhibiting factors in implementing the apprenticeship program in Indonesia. The research method is qualitative, with the approach used in this study being normative juridical. The research results on implementing the Apprenticeship Program in Karawang in terms of the Minister of Manpower Regulation Number 6 of 2020 concerning the performance of Domestic Apprenticeships have been running according to the rules contained in the regulation. In practice, there are still many companies placing apprentices that are not under their competence or expertise, that have been carried out so that it is not in line with the objectives of the Organization of Domestic Apprenticeships. There are lacks that the specialists found in every part of adequacy, and these elements show that the execution of the Guideline minister of workforce regulations of the Republic of Indonesia Number 6 of 2020 concerning the Execution of Homegrown Apprenticeships concerning the privileges of student members is as yet not successfully carried out in the field.

Keywords: Implementation, Effectiveness, Apprenticeship

INTRODUCTION

Employment is divided into 2 (two), namely basic regulations and facultative regulations, where basic regulations are laws complied with in total, while facultative regulations are regulations that can be excluded (Harahap, 2020). Facultative regulations are usually according to an understanding. Furthermore, in Law Number

Jurnal Hukum Replik

Universitas Muhammadiyah Tangerang

P-ISSN: 2337-9251 E-ISSN: 2597-9094

Vol. 11 No. 1 (2023)

Submit:04-Feb-2023

Revised:08-March-2023

Published:31-March-2023

13 of 2003 concerning Manpower Article 1 number 1, it is stated that Enterprises are all matters related to the workforce before, during, and after their working period (Sidauruk, 2017). For a business world like this and following Article 1 point 9 of the same Law behind the preparation for work are all kinds of moves to give, obtain, improve, and foster workability, efficiency, discipline, mentality, and hard work attitude at the highest level (Soetrisno, 2016). Specific abilities and mastery follow the story and knowledge of the position or job. This work preparation rationale is addressed to individuals who complete an action within an apprenticeship program.(Saputri, 2019) The importance of apprenticeship, according to Law Number 13 of 2003 concerning the workforce, is that it is essential to have a framework for compiling tasks that are coordinated in a coordinated manner between preparation at the place of practice and working straightforwardly under the direction and management of educators or workers/workers who are more capable, for some time. Spent on making merchandise. And additional benefits within the organization to dominate a particular ability or skill (Inabela et al., 2017).

The legal basis for implementing apprenticeships is regulated in Articles 21 to 29 of Law Number 13 of 2003 concerning Manpower. Moreover, workers are held in regulations, but there is also Ministerial Regulation Number 36 of 2016 concerning Implementation of Domestic Apprenticeships which has now been replaced by the Minister with Labor Regulations Number 6 of 2020 Concerning Implementation of Domestic Apprenticeships to make changes on the basis of Apprenticeship with the premise of change in particular that the implementation of domestic Apprenticeship is in accordance with Government Regulation Number 31 of 2006 concerning the National Job Training System (Azied, 2022). That the provisions in the Regulation of the Minister of Manpower Number 36 of 2016 concerning the Implementation of Domestic Apprenticeships are no longer in accordance with the developments and needs of the implementation of domestic apprenticeships so that they need to be replaced (Milenia et al., 2022). That based on the considerations referred to in letters a and b, it is necessary to stipulate a Regulation of the Minister of Manpower concerning the Implementation of Domestic Apprenticeship (Situmeang, 2021).

The legal reason for the ministerial regulation is the 1945 Constitution Article 17 paragraph (3); Regulation of the Minister of Manpower Number 13 of 2003 concerning Manpower; Law Number 31 of 2006 Concerning Public Works Preparatory Framework; Regional Regulation Number 18 of 2015 Labor

Jurnal Hukum Replik

Universitas Muhammadiyah Tangerang

P-ISSN: 2337-9251 E-ISSN: 2597-9094

Vol. 11 No. 1 (2023)

Submit:04-Feb-2023

Revised:08-March-2023

Published:31-March-2023

Procurement Services; Permenaker Number 12 of 2019 Concerning organization and work procedures. Apprenticeship Coordinators are examined in Law Number 6 of 2020 regarding the implementation of domestic apprenticeships. This refers to organizations that meet the requirements to conduct training within the country (Charada, 2015). The apprentice coordinator can accept members with limited workers in the Company. To coordinate the Apprenticeship, the Company must have a Preparatory Unit, an Apprentice program, an office and framework, and a Student Guide or educator. The concept of great employment, which forms the basis of employment in Indonesia, is mentioned in the Homegrown Apprenticeship itself. Or, again, the standard of overall workability. In addition, the conditions of apprentice members and apprenticeship arrangements are regulated by this Ministerial Regulation. Implementation of apprenticeships, examinations and assessments, announcements, and replacement of administrative activities (Setyaningrum, 2010).

In apprenticeship training, the result is that many organizations or companies still need to provide compensation in the form of pocket money, which is, of course, different from the wages of workers in general (Yustisia, 2016). The wages he receives are used to meet his needs and that of his family. Salaries can be in the form of money or other documents by the Employment Agreement or Collective Labor Agreement agreement if the company has a Workers' Union. Furthermore, in the business world, work is the highest cost in the business world, so in this situation, if the work (assistant) needs to be paid, it can help the organization. At the same time, interns also have different needs in their work (Santoso, 2012). Daily practice. As a result, this can positively inhibit the two actors, especially apprentices and the company. Interns do not get the freedom to provide pocket money, as written in government regulations, and organizations that offer students do not follow organizational arrangements based on arrangements in public authorities (Azied, 2022).

Particularly for apprentices, even if they only have the status of students/students, they are representatives of organizations who are obliged to acknowledge their freedom and commitment to apprenticeship organizations.(Milenia et al., 2022) Apprenticeship training is also only due to work preparation and the dislike of workers in general. Still, what happened in the field, many apprentices were constrained and forced to make a desperate effort to broaden their experience in related fields. Several large organizations, both in Indonesia and outside Indonesia, often still need to carry out apprenticeships with a clear and clear understanding of

Jurnal Hukum Replik

Universitas Muhammadiyah Tangerang

P-ISSN: 2337-9251 E-ISSN: 2597-9094

Vol. 11 No. 1 (2023)

Submit:04-Feb-2023

Revised:08-March-2023

Published:31-March-2023

apprenticeship. If seen from local work, an apprenticeship target is a preparatory program to increase work awareness, capacity, and efficiency. Still, in the process, many organizations take advantage of this apprenticeship program to help organizations under the guise of effectiveness, so there is no certainty in its implementation ongoing apprenticeship program.

Observing the description above, the authors think that it is essential to have reasonable beliefs and progress between the interests of the organization and the goals of the apprenticeship program itself so that it is not permissible to abuse the rules and regulations of the law that apply. , from here framing the author's reasoning regarding the leading examination. To make the basis of the author in conducting research. The author includes two past examination results that have something to do with previous study made by other authors, including:

1. Alvian Kapal Mahandi, Apprenticeship Arrangements That Do Not Take Care of Regulations on How Much Rewards are for Students, Airlangga Higher Education, 2020. The study results show that apprenticeship arrangements can occur between organizations (apprenticeship sites) and job seekers/laborers who need to work to their abilities. Apart from that, there are several things to remember in the regulation, as in article 10, paragraph 2 of the Minister of Manpower Law Number 6 of 2020, one of which is giving pocket money in return. If apprenticeship understanding does not provide pocket money, then the arrangement may have misused the Permenaker, which tends to be invalid and void.
2. Fasta Umbara Azied, Temporary Position Framework Given Regulation Number 13 of 2003 on employment with the PT.NI case study, the results of this study indicate the implementation of the apprenticeship program at PT.NI found facts on the ground that the apprenticeship system at PT.NI is still not appropriate with Law Number 13 of 2003 concerning Manpower. This is because of the apprenticeship agreement made by PT.NI still does not contain and carry out matters regulated in laws and regulations such as regulation of working hours, and there are provisions that do not include the amount of pocket money.

From the results of the research above, it will become the basis of the writer as the similarities and differences regarding the writing will be made so that it is explained that the similarities in the paper regarding the substance of the report are that they

both discuss domestic apprenticeship programs and the differences cover in terms of the scope of writing and the theories involved. It will be used later, as stated in the title raised in this study.

Based on the description above, the author is interested in studying the problem regarding the Implementation and Effectiveness of The Appreciation Program In Karawang, Viewed From The Regulation Of The Minister of Manpower Number 6 Of 2020 Concerning Domestic Appreciation Implementation. The problems in this study are Implementing the Apprenticeship Program in Karawang in terms of Minister of Manpower Regulation No. 6 of 2020 concerning the Implementation of Domestic Apprenticeships, and the Effectiveness of the Apprenticeship Program in Karawang Viewed from the Minister of Manpower Regulation No. 6 of 2020 concerning the Implementation of Domestic Apprenticeships.

RESEARCH METHODS

Qualitative Research Methods using the Normative Juridical approach method, namely legal research, is a form of scientific activity that is based on specific techniques, systematics, and thoughts, which aims to study one or several certain legal phenomena by way of analyzing them by prioritizing secondary legal materials such as books -books, articles, papers, law books, statutory regulations.

ANALYSIS AND DISCUSSION

1. **Implementation of the Apprenticeship Program in Karawang Viewed from the Minister of Manpower Regulation No. 6 of 2020 concerning the Implementation of Domestic Apprenticeships**

Under Article 1 number 1 of the References of the Minister of Manpower of the Republic of Indonesia concerning the Implementation of Domestic Apprenticeship Number 6 of 2020, what is meant by apprenticeship is essential for a framework for compiling tasks that are carried out in a coordinated manner between preparation for the establishment and work straightforwardly under the direction and supervision of a teacher or Laborers/workers who are more capable, during the time of delivering merchandise as well as administration within the organization, master specific abilities or skills—Indonesian Minister of Manpower Regulation Number 6 of 2020 concerning Implementation of Domestic Apprenticeships.

Bearing in mind Article 10, Implementation of Domestic Internship: Republic of Indonesia Manpower Regulation No. 6 of 2020, the implementation of the apprenticeship must begin and be based on the understanding arranged between the apprentice and the students. Arrange a substitute organization known and supported by the nearest District/City Office. The structure contains:

1. The rights and obligations of apprentice members and apprentice organizers.
2. The apprenticeship program.
3. How much pocket money.

Through an arrangement letter, substitute members can find out each other's rights and obligations following this Article, responsibilities to each other as in the Article on the rights and obligations of apprentices in Article 13 to Article 16 of the Republic of Indonesia's Manpower Regulation Number 6 of 2020 regarding implementation is described as following:

Article 13

- (1) Apprenticeship participants have the right to:
 1. Obtain guidance from an Apprentice Advisor or instructor;
 2. Obtain fulfillment of rights by the Apprenticeship Agreement;
 3. Obtain occupational safety and health facilities while participating in the Apprenticeship
 4. Earn pocket money;
 5. Be enrolled in a social security program; And
 6. Obtain an Apprenticeship certificate or certificate of having attended an Apprenticeship.
- (2) The pocket money, as referred to in paragraph (1) letter d, includes transportation costs, meal allowances, and incentives for apprenticeship participants

Article 15

Apprentice Organizers have the right to:

1. Make use of the work of apprentice participants; and
2. Enforce the rules and the Apprenticeship Agreement.

Article 16

Apprentice Organizers have the obligation to:

1. guide apprentice participants according to the apprenticeship program;
2. fulfilling the rights of apprentice participants following the Apprenticeship Agreement;
3. provide personal protective equipment following occupational safety and health requirements;
4. giving pocket money to Apprentice participants;
5. involve Apprentice participants in the social security program;
6. evaluate apprenticeship participants; And
7. provide an Apprenticeship certificate or certificate of having attended an Apprenticeship

The purpose of the domestic apprenticeship program is to get a workforce with abilities that align with the needs of the business world and the modern world because, in the apprenticeship program, members gain experience/knowledge to be active in the work environment. Next are companies in Karawang that have participated in the General Apprenticeship Program, including:

1. PT. TOYOTAE (TMMIN)
2. PT. ONAMBA INDONESIA
3. PT. KASAI TECH
4. PT. INDOPLATA
5. PT. MINDA ASIAN
6. PT. SUPERSTEELA
7. PT. CENTRAL MOTOR WHEEL
8. PT. TVS MOTOR
9. PT. CHEMCO
10. PT. MEIRA
11. PT. MITSUI KINZOKUA
12. KIIC

13. PT. ABE KOGYOA
14. PT. AICA INDONESIA
15. PT. FUJI SEAT
16. PT. SUMISHO GLOBALA
17. PT. HM SAMPOERNA
18. PT. HONDA LOGISTIC
19. PT. HANASTARINDOE
20. PT. NICHIRINE
21. TRANSMART
22. PT. SUMISHO GLOBAL

So far, the implementation of the Apprenticeship Program in Karawang, in terms of Law Number 6 of 2020 concerning the Implementation of Domestic Apprenticeships, has been running according to the standards in the Guidelines. It's just that many organizations have determined that students need to follow the expertise or abilities that have been developed and carried out, so it is not following the targets of domestic apprentice organizers.

2. The Effectiveness of the Apprenticeship Program in Karawang Viewed from the Minister of Manpower Regulation Number 6 of 2020

Minister of Manpower No. 6 of 2020. The authorities in this regard agree that survival has several implications, including, according to Stephen P. Robbins, characterizing survival as the current level and long-term hierarchical achievement. That is, adequacy must be seen from the association's achievement level, where the more basic the group of targets achieved, the higher the survival. Adequacy shows the results as far as whether the goals set are achieved. Assuming the consequence of exercise is closer to the plan, implying that survival is higher. The goal is level or focused on arriving at the destination. Survival is an action that states how far the goal (amount, quality, and time) has been achieved, which has an impact and brings results to make progress in an action (Marzuki, 2021).

From this definition, survival is the utilization of several offices and specific framework resources in achieving goals or results obtained according to ideal destinations with results that fulfill part of survival. Ability is a group of levels of intelligence loaded with responsibility which is an undoubted need as a condition to be seen as a provision to complete business in a particular field. The eligibility sections that must be met in an action that alludes to the definition of adequacy above are 1) Ka bu oca and the Arrangements Section. 2) Capabilities and Obligations Section; 3) Part of the Project or Plan; 4). Part of an ideal state or goal (Budiono, 1995).

For this matter, the author has a relationship with the Apprenticeship Program in Karawang, following Indonesian Regulation No. 6 of 2020 concerning the Implementation of Domestic Apprenticeship, which regulates the implementation of domestic Apprenticeships. This guide is a legal umbrella for apprentice organizers and apprentice members. The legitimacy hypothesis put forward by Roscoe Pound is related to the legitimacy of changes that can affect social change following one of the elements of regulation, in particular, the ability of regulation for social change or a method for designing society (social designing). Thus, community engineering regulations, in this case, the Minister of Manpower of the Republic of Indonesia Number 6 of 2020, are a means of social control for apprentice coordinators and apprentice members committed to completing apprenticeship programs in the country promptly. And further has the privileges that the Referrer has protected. This. Its relation to the continuity of the apprenticeship program in Karawang goes as far as Permaker Number 6 of 2020. Concerning the Implementation of Domestic Apprenticeships seen from the accompanying perspective:

1. Aspects of Rules and Provisions

The adequacy of action can be seen from the achievements by looking at whether the indicators made follow the progress of the action cycle. This standard is connected with good rules which are related to apprentices. If the principles work well, the means or the Guidelines have been adequately implemented. Permenaker Number 6 of 2020 Concerning the Implementation of Domestic Apprenticeship, which regulates the organizers of the apprenticeship program.

2. Aspects of Function and Purpose

An organization can be called viability if it has good capabilities and goals. In comparison, administrative capacity has not been implemented, and the objective of holding apprenticeship programs in the country has not been achieved.

3. Aspek Program Atau Rencana

The importance of this perspective is a highly modified action plan. If all programs can be executed correctly, they can achieve adequacy. According to Soerjono Soekanto, 5 (five) figures support the continuity of regulation, in particular:

- a. The legitimacy variable itself
- b. Policing
- c. Variable Office or Supporting Office
- d. Elements of the local area
- e. Social Elements

In connection with the discussion regarding the appropriateness of implementing the Permanaker of the Republic of Indonesia Number 6 of 2020 regarding the rights of apprentices, in particular:

A. The Legal Factor Itself.

Regulations have the aim of equity, comfort, and confidence. This variable is an element of legal continuity in the view of the Referee. For this reason, it concerns the Implementation of Domestic Internships, Permanaker Indonesia Number 6 of 2020. This guide directs the freedom of student members. However, this regulation only contains sanctions for apprentice organizers if the student coordinator fulfills the rights of student members. The lack of authority makes these referrers powerless to protect the freedom of apprenticeship rights. (Hadjon, 1987).

1) Law Enforcement Factors.

Law enforcement is a legitimate survival variable of HR, namely law enforcement specifically. Law enforcement officials are needed to guarantee legal certainty in order and security. There must be harmony in implementing regulations with the aim that there is a legitimate guarantee. In this situation, there is still conflict between the implementers of laws who view their freedom as students.

2) Facility or Facility Factor.

Office and case resolution framework factors. These offices and systems must be able to assist the police force. According to the researchers, the means or facilities in fulfilling the rights of trainees are sufficient to help enforce the law just to carry it out.

3) Community and Cultural Factors

This factor is a very dominant factor of community involvement, but in its implementation, some still need to learn what their rights and obligations are. This raises the potential for non-fulfillment of their rights. Scientists in every aspect of feasibility find shortcomings, and these variables show that the regulation of Permenaker Number 6 of 2020 concerning the Implementation of Domestic Internships considers students' privileges. It has not been successfully implemented in the field.

CONCLUSION

Implementation of the Apprentice Program in Karawang, apprenticeship is a framework for preparing tasks that are coordinated in a coordinated manner between preparation for performances and work straightforwardly. Implementing the Apprenticeship Program in Karawang is reviewed following the Regulation of the Minister of Manpower Number 6 of 2020. time spent creating products and administration within an organization for the Implementation of Domestic Internships, the implementation of apprenticeships must begin based on an agreement arranged between apprentice members and companies known and supported by the nearest Regional/City Office. This arrangement essentially contains the following:

1. The rights and obligations of alternate members and student coordinators.
2. The apprenticeship program.
3. How much pocket money.

The implementation of the Apprenticeship Program in Karawang has been decided by Permenaker Number 6 of 2020. Concerning the Implementation of Domestic Apprenticeships has followed the guiding principles. In practice, many organizations still place their students not following the abilities or skills carried out, which is not tracking the targets of domestic apprenticeship organizers.

Adequacy of the Karawang Apprenticeship Program following Permenaker No. 6 of 2020, which regulates the implementation of domestic apprenticeships, is estimated from the parts of the project or plan, capabilities and objectives, and regulations and guidelines. Soerjono Soekanto claims that five (five) figures support the enactment of

Jurnal Hukum Replik

Universitas Muhammadiyah Tangerang

P-ISSN: 2337-9251 E-ISSN: 2597-9094

Vol. 11 No. 1 (2023)

Submit:04-Feb-2023

Revised:08-March-2023

Published:31-March-2023

rules, in particular: (a) The legitimacy variable itself; (b) Policing; (c) Variable Office or Supporting Office; (d) Local area variables; (e) Social Variables. So that the deficiencies found by scientists in each section of viability and these variables indicate that the implementation of the Indonesian Labor Regulation Number 6 of 2020 Concerning the Implementation of Domestic Internships on the Freedom of apprentice members has yet to be carried out in the field.

BIBLIOGRAPHY

Azied, F. U. (2022). *Sistem Magang Berdasarkan Undang-Undang Nomor 13 Tahun 2003 Tentang Ketenagakerjaan Studi Kasus PT. NI* [B.S. thesis]. Fakultas Syariah dan Hukum Universitas Islam Negeri Syarif Hidayatullah Jakarta.

Budiono, A. R. (1995). *Hukum perburuhan di Indonesia*. RajaGrafindo Persada.

Charda, S. (2015). Karakteristik Undang-Undang Ketenagakerjaan Dalam Perlindungan Hukum Terhadap Tenaga Kerja. *Jurnal Wawasan Yuridika*, 32(1), 1–21.

Hadjon, P. M. (1987). *Perlindungan hukum bagi rakyat di Indonesia: Sebuah studi tentang prinsip-prinsipnya, penanganannya oleh pengadilan dalam lingkungan peradilan umum dan pembentukan peradilan administrasi negara*. Bina Ilmu.

Harahap, A. M. (2020). *Pengantar Hukum Ketenagakerjaan*.

Inabela, W. K., Shalman Al Farizi, S. H., & Kn, M. (2017). *Kekuatan Hukum Pelaksanaan Perjanjian Kerja Karyawan Magang Bakti Dengan Bank Central Asia Berdasarkan Undang-Undang Ketenagakerjaan* [PhD Thesis]. Universitas Muhammadiyah Surakarta.

Marzuki, P. M. (2021). *Pengantar ilmu hukum*. Prenada Media.

Milenia, F. C., Karsona, A. M., & Singadimedja, H. N. (2022). Perlindungan Peserta Magang Dalam Praktik Unpaid Internship Ditinjau Dari Peraturan Ketenagakerjaan Di Indonesia. *Jurnal Sains Sosio Humaniora*, 6(1), 125–143.

Santoso, B. (2012). *Hukum Ketenagakerjaan Perjanjian Kerja Bersama: Teori, Cara Pembuatan, dan Kasus*. Universitas Brawijaya Press.

Jurnal Hukum Replik

Universitas Muhammadiyah Tangerang

P-ISSN: 2337-9251 E-ISSN: 2597-9094

Vol. 11 No. 1 (2023)

Submit:04-Feb-2023

Revised:08-March-2023

Published:31-March-2023

-
- Saputri, D. S. (2019). *Pembekalan Terhadap Persiapan Peserta Magang Jepang Di LPK Kebun* [PhD Thesis]. KODEPT043131# SekolahTinggiBahasaAsingJIA.
- Setyaningrum, I. (2010). *Magang tentang kesehatan dan keselamatan kerja di Chevron Indonesia Company Terminal Lawe–Lawe Kab. Ppu Kalimantan Timur*.
- Sidauruk, J. A. (2017). *Tinjauan Yuridis Terhadap Tenaga Kerja Yang Menerima Santunan Kecelakaan Kerjapada Masa Percobaan Menurut Undang-Undang No. 13 Tahun 2003 Tentang Ketenagakerjaan (Studi Putusan No. 371/K/Pdt. Sus/2010 Jo. Putusan No. 137/G/2008/Phi. Mdn)*.
- Situmeang, S. M. T. (2021). *Urgensi Regulasi Pelaksanaan Pemagangan Mahasiswa Dalam Persiapan Memasuki Dunia kerja Melalui program Kampus Merdeka. Bunga Rampai: Changing Trends Pendidikan Tinggi Pada Kampus Merdeka (Gagasan Konstruksi dan Paradigma MBKM)*. Media Madani.
- Soetrisno, E. (2016). *Manajemen sumber daya manusia*. Kencana.
- Yustisia, T. V. (2016). *Pekerja Melek Hukum: Hak dan Kewajiban Pekerja Kontrak*. VisiMedia.