

ABSTRAK

PENGETAHUAN PEKERJA TERHADAP HAK-HAKNYA

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Penelitian ini bertujuan untuk mengetahui pengetahuan pekerja terhadap pengupahan, kesempatan dan perlakuan yang sama, pelatihan kerja, penempatan kerja, waktu kerja, keselamatan dan kesehatan kerja, kesejahteraan dan jaminan sosial, serikat buruh/ serikat pekerja dan mogok kerja.

Penelitian ini dilaksanakan di PT Perwita Karya, PT Mega Andalan Kalasan, PT Mitra Adi Jaya dan PT Perkebunan Nusantara. Populasi dari penelitian ini adalah pekerja di empat perusahaan tersebut dan sampel penelitian ini diambil 10 % dari jumlah pekerja di setiap perusahaan sehingga sampel dari penelitian ini berjumlah 217 pekerja/buruh. Penelitian ini menggunakan metode deskriptif, sedangkan untuk pengumpulan data dengan metode atau teknik kuesioner. Pengujian instrumen penelitian dengan uji validitas dan reliabilitas, sedangkan teknik analisis data dengan Penilaian Acuan Patokan (PAP) tipe II.

Hasil penelitian menyimpulkan bahwa:

1. Pengetahuan pekerja terhadap pengupahan berada pada tingkat yang sangat rendah diperoleh 65 responden (30,66%).
2. Pengetahuan pekerja terhadap kesempatan dan perlakuan yang sama berada pada tingkat yang sangat rendah diperoleh 70 responden (33,02%).
3. Pengetahuan pekerja terhadap pelatihan kerja berada pada tingkat yang sangat tinggi diperoleh 74 responden (34,90%).
4. Pengetahuan pekerja terhadap penempatan kerja berada pada tingkat yang sangat tinggi diperoleh 60 responden (28,30%).
5. Pengetahuan pekerja terhadap waktu kerja berada pada tingkat yang sangat rendah diperoleh 138 responden (65,09%).
6. Pengetahuan pekerja terhadap keselamatan dan kesehatan kerja berada pada tingkat yang rendah diperoleh 54 responden (41,04%).
7. Pengetahuan pekerja terhadap kesejahteraan dan jaminan sosial berada pada tingkat yang sangat rendah diperoleh 86 responden (40,57%).
8. Pengetahuan pekerja terhadap serikat pekerja berada pada tingkat yang sangat rendah diperoleh 73 responden (34,43%).
9. Pengetahuan pekerja terhadap mogok kerja berada pada tingkat yang sangat tinggi diperoleh 64 responden (30,19%).

ABSTRACT

THE ABILITY OF EMPLOYEES TO UNDERSTAND THEIR RIGHT

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The research aims to know the ability of employees to understand the system of their wages, their equal opportunity and treatment, job training, job placement, office hours, job safety and health, allowances and their social assurance, labor union and labor strike.

This research done at PT Perwita Karya, PT Mega Andalan Kalasan, PT Mitra Adi Jaya and PT Perkebunan Nusantara. The populations of the research were employees of those four limited companies. Population taken from 10% of the total number of every company, so there were 217 employees or workers. This is a descriptive research. The techniques of data collection was questionnaire. The techniques of testing the instrument were *validity* and *reliability*. The technique of analyzing the data was *Standard Reference Evaluation Type II*.

The results of the research can be concluded that :

1. The ability of employees to understand the system of their wages and their equal opportunity and treatment is very low. It can be perceived that only 65 respondents (30.66%) understood their sistem of wages and only 70 respondents (33.02%) were aware of their equal opportunity and treatment.
2. The ability of employees to understand the system of job training and job replacement is very high. 74 respondents (34.90%) understood well the system of their job training and 60 respondents (28.30%) understood well the system of their job replacement.
3. The ability of employees to understand the system of office hours, job safety and health is very low. 138 respondents (65.09%) didn't understand well the system of office hours and only 54 respondents (41.04%) understood well the system of job safety and health.
4. The ability of employees to understand the system of allowances, social insurance and labor union is very low. Only 86 respondents (40.57%) understood the system of allowances and social insurance and only 73 respondents (34.43%) understood well the labor union.
5. The abiliy of employees to understand the labor strike is very high, 64 respondents (30.19%) understood well about the labor strike.