

ABSTRAK

Penelitian ini dilakukan dengan tujuan untuk memberikan gambaran tentang pelaksanaan jaminan sosial ketenagakerjaan bagi Karyawan di PT. Mayangsari Kecamatan Mayang Kabupaten Jember. Selain itu, penelitian ini juga bertujuan untuk memberikan gambaran tentang kendala-kendala yang dihadapi dalam pelaksanaan program Jaminan Sosial ketenagakerjaan bagi Karyawan di PT. Mayangsari Kecamatan Mayang Kabupaten Jember. Penelitian ini menggunakan metode penelitian deskriptif kualitatif. Dari hasil penelitian yang dilakukan menunjukkan bahwa PT. Mayangsari telah melaksanakan program jaminan sosial ketenagakerjaan bagi Karyawan sesuai dengan ketentuan peraturan perundangan. Dalam pelaksanaan program jaminan sosial ketenagakerjaan bagi Karyawan ditemukan beberapa kendala, diantaranya: jumlah kepesertaan yang belum mencakup bagi Karyawan tidak tetap, program Jaminan Kecelakaan Kerja yang belum terbayar karena bersentuhan dengan program Jaminan Kesehatan Nasional (JKN), masih kecilnya manfaat dan tidak adanya peta jalan untuk menaikkan iuran Jaminan pensiun menuju 8 persen.

Kata Kunci : Pelaksanaan, Program Jaminan Sosial Ketenagakerjaan, Karyawan



ABSTRACT

This research was conducted with the aim of providing an overview of the implementation of employment social security for employees at PT. Mayangsari, Mayang District, Jember Regency. In addition, this study also aims to provide an overview of the constraints faced in implementing the employment social security program for employees at PT. Mayangsari, Mayang District, Jember Regency. This study uses a qualitative descriptive research method. From the results of the research conducted, it shows that PT. Mayangsari has implemented an employment social security program for employees in accordance with statutory provisions. In the implementation of the employment social security program for employees, several obstacles were found, including: the number of membership which did not cover non-permanent employees, the Work Accident Insurance program which had not been paid due to contact with the National Health Insurance (JKN) program, the benefits were still small and there was no road map. to increase pension security contributions to 8 percent.

Keywords: Implementation, Employment Social Security Program, Employees

