

The Role of the Manpower Service in Preparing Company Regulations in Jombang

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ABSTRACT

Observing the massive development of infrastructure development carried out by the government led by President Joko Widodo, can be felt by governments at both provincial and district levels throughout Indonesia. The aim of building toll roads is to attract investors to Indonesia and speed up the mobility of goods and services which has so far been very detrimental to all parties in various sectors. With the large number of investments and the establishment of companies, to guarantee the rights and obligations protected by law, it is necessary to create company regulations. Of all the investors/entrepreneurs, it is possible that there are entrepreneurs who do not comply with statutory regulations. By making company regulations, the rights and obligations of workers and entrepreneurs will be clear so that workers feel normatively protected and entrepreneurs are also protected to increase competitive production results. This research aims to determine the role of the Jombang Regency Manpower Service in providing assistance when drafting company regulations, to find out the implementation of Law Number 6 of 2023 concerning company regulations, and to find out how to overcome obstacles to the role of the Manpower Service when drafting company regulations.. This research uses a qualitative descriptive method. Data was collected through interviews and observations. The research results show that the Jombang Regency Manpower Service has implemented Law no. 13 of 2003 concerning Employment and Law (UU) Number 6 of 2023 concerning the Determination of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law in its role of assisting in the preparation of company regulations, with the existence of obstacles from employers such as concerns If employers have company regulations, they will face demands from employees regarding their rights. Some employers have not been able to identify existing problems within the company to be included in company regulations. Efforts that can be made include opening a discussion space between HRD, the labor department, providing guidance on procedures for making and ratifying company regulations, providing an understanding of labor regulations that must be improved to solve any problems that will occur.

Keywords: Manpower department, company regulations, role