

The Impact of Implementing a Specific Time Work Agreement (PKWT) on the Performance of Contract Employees at PT Yachiyo Trimitra Indonesia

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Article Info

Article history:

Accepted : 23 January 2024

Published : 01 March 2024

Keywords:

Specific Time Work Agreement, Work Performance, Employment Law

Article Info

Article history:

Diterima : 23 Januari 2024

Terbit : 01 Maret 2024

Abstract

In Indonesia, matters related to how work is carried out always begin with an agreement between the employer and the recipient of the work through a written or verbal work agreement. An employment agreement is made to determine the boundaries between what are the rights and obligations of the employee and what are the rights and obligations of the employer (employer). Meanwhile, if in carrying out work that has been mutually agreed upon in a written agreement, one of the parties violates or behaves outside of what has been agreed upon and harms one of the parties or violates the provisions of the law, then the work agreement can be canceled and the rights and obligations of the parties must be resolved through a dispute resolution mechanism by referring to the applicable laws. Of course, the work agreement text that has been mutually agreed between the employer and the recipient of the work is also an important document for resolving disputes between the parties. Since the promulgation of Law Number 11 of 2020 concerning Job Creation, especially the regulations contained in Government Regulation Number 35 of 2021 concerning "Specified Time Work Agreements, Outsourcing, Working Time and Rest Time, and Termination of Employment Relations," there have been many changes in implementation. specific time work agreement (PKWT). This will of course affect the performance of workers whose work status is as PKWT workers. The impact that arises for PKWT workers on their work performance can be positive or negative. This change in the implementation of the PKWT is certainly a very important thing, because if it is not controlled properly it will result in an automatic change in the status of workers from having the status of a fixed-term work agreement to an indefinite-term work agreement, as well as the rights and obligations obtained by workers. will change.

Abstrak

Di Indonesia, perihal terkait bagaimana suatu pekerjaan dilakukan selalu diawali dengan kesepakatan antara pemberi kerja dengan penerima kerja melalui perjanjian kerja yang dibuat secara tertulis ataupun lisan. Perjanjian kerja dibuat untuk mengetahui batasan antara mana saja yang menjadi hak dan kewajiban penerima kerja dan mana saja yang menjadi hak dan kewajiban pihak pemberi kerja (pengusaha). Adapun bilamana dalam pelaksanaan suatu pekerjaan yang sudah disepakati bersama dalam suatu naskah perjanjian namun salah satu pihak melanggar atau berperilaku diluar dari apa yang sudah disepakati dan merugikan salah satu pihak atau melanggar ketentuan undang-undang, maka perjanjian kerja tersebut bisa dibatalkan serta hak dan kewajiban dari para pihak harus diselesaikan melalui mekanisme penyelesaian perselisihan sengketa dengan mengacu pada undang-undang yang berlaku. Tentunya naskah perjanjian kerja yang sudah disepakati bersama antara pemberi kerja dan penerima kerja juga merupakan salah satu dokumen penting untuk menyelesaikan perselisihan antara para pihak tersebut. Sejak diundangkannya Undang-Undang Nomor 11 Tahun 2020 tentang Cipta kerja, Khususnya regulasi yang termuat dalam Peraturan Pemerintah Nomor 35 Tahun 2021 tentang "Perjanjian Kerja Waktu Tertentu, Alih Daya, Waktu Kerja Dan Waktu Istirahat, Dan Pemutusan Hubungan Kerja," terdapat banyak perubahan dalam penerapan perjanjian kerja waktu tertentu (PKWT). Hal ini tentunya akan mempengaruhi kinerja pekerja yang setatus kerjanya sebagai pekerja PKWT. Dampak yang timbul bagi pekerja PKWT terhadap kinerja kerjanya bisa kearah yang positif atau juga kearah yang negatif. Perubahan pelaksanaan PKWT ini tentunya menjadi hal yang sangat penting, karena apabila tidak dikontrol dengan baik maka akan menimbulkan perubahan setatus pekerja secara secara otomatis yang tadinya bersetatus sebagai perjanjian kerja waktu tertentu menjadi perjanjian kerja waktu tidak tertentu, begitu pula hak dan kewajiban yang didapatkan oleh pekerja akan berubah.

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1. INTRODUCTION

Indonesia as a country with rapid economic growth has given rise to new dynamics in the world of employment. The industrial sector is experiencing significant changes, one of which is reflected in human resource management practices, especially regarding fixed-term work agreements (PKWT) and contract employees.

PT Yachio Trimitra Indonesia, as one of the players in this industry, cannot be separated from the impact of these changes. The implementation of PKWT is becoming increasingly common in workforce flexibility efforts, however, in the context of contract employees, various challenges and impacts can arise.

As we know, the regulations related to the application and implementation of PKWT were previously regulated in law number 13 of 2003, where this law regulates in detail PKWT which for initial PKWT, the duration is 2 (two) years, PKWT extension is 1 (one) year, and PKWT renewal takes 2 (two) years, but before Updating the PKWT contract workers are laid off first for 30 (thirty) working days. And the total PKWT time is 5 (five) years and cannot be more.

However, since the enactment of the Job Creation law, especially Government Regulation Number 35 which lead to PKWT regulations, the provisions regarding the limitations of implementing PKWT are no longer regulated in detail. In Government Regulation Number 35 of 2021, the full implementation of PKWT is company policy. As for how the PKWT time limit applies, that has become the relevant company's internal policy, however, the time limit for PKWT workers is no more than 5 (five) years.

Another policy that arises from the enactment of the Job Creation law, especially Government Regulation Number 35 of 2021, is that for PKWT, if the term or agreement has expired, then the employer or entrepreneur must provide compensation to workers in accordance with the amount formula that has been determined by law. -invite. This is of course very helpful for PKWT employees to meet their living needs during the period of unemployment, but on the other hand, the implementation of the PKWT provisions in Government Regulation Number 35 of 2021, has greatly weakened the status of PKWT workers from becoming workers with the status of an Indefinite Time Work Agreement (PKWTT).

The impact of regulations related to the provisions of PKWT regulations from Law Number 13 of 2003 to the Job Creation Law, especially Government Regulation Number 35 of 2021, of course has an impact on the performance of employees whose work status is contract or PKWT. It cannot be denied, various reaction. Of course, this will arise naturally for PKWT workers, when PKWT workers feel that some of their rights have been lost, or that there is an additional workload that could arise as a result of these regulations and job security is also unclear.

Related to this dynamic, companies are faced with the need to understand the impact of implementing PKWT on the performance of contract employees. Correspondingly, contract employees are also faced with various issues such as job uncertainty, unclear employment status, and the psychological impact of temporary job characteristics. Therefore, this research aims to explore and analyze how the implementation of PKWT at PT Yachio Trimitra Indonesia affects the performance of contract employees. By understanding in more depth the context and impact of implementing PKWT, it is hoped that this research can provide new insights that are useful for company management, contract employees and researchers in the field of employment.

This research is not only locally relevant within PT Yachio Trimitra Indonesia, but can also contribute to the understanding of employment practices in Indonesia more broadly. In line with that, this research is also directed at providing a better and deeper understanding regarding how and what kind of pace of labor regulations developing in Indonesia can have an impact on human resource management in similar companies..

Based on the review above, it is related to how PKWT is implemented and its impact on employee contract performance of PT Yachiyo Trimitra Indonesia, based on Law Number 13 of 2003 and after the enactment of the Job Creation Law, especially Government Regulation Number 35 of 2021, to avoid discussion that will be biased, the author limits it to how to implement PKWT after the regulations contained in Government Regulation Number 35 of 2021, and how it affects the performance of contract employees.

2. RESEARCH METHOD

The type of research described by the author in this scientific work is descriptive qualitative. In preparing this scientific work the author needs theory and data. The theory in question is a

relevant theory which can later be used as a way to solve something problem in this research. Apart from that, theory is also used as a way to analyze what is the problem based on data that has been collected in conducting research. Some of the data and theories that the author obtained to complete the writing of this scientific work used several types of data, namely:

1. Primary data is data obtained by conducting observations or measurements expressed in the form of numbers – a certain number or value.
2. Secondary data is data obtained from companies and literature and/or journals and other sources related to this research.

In this research, the author used a qualitative descriptive research method with case studies. The case to be raised in this research is of course related to how PKWT is implemented for contract employees at PT Yachiyo Trimitra Indonesia and its impact on the performance of contract employees.

The sampling in this research used a probability sampling method with a simple random sampling technique. The sample is part of the number and characteristics of the population that sample will be taken. Samples are the process of sorting a portion of the entire parent sample population to be taken. This is done to shorten research time and writing up research results. By taking a portion of the entire parent sample, it will be easier to understand the characteristics of the sample object to be studied, as well as knowing the population situation in detail. In this research, the samples taken were contract employees or PKWT at PT Yachiyo Trimitra Indonesia.

The choice of sampling technique will depend largely on the characteristics of the population, available resources, and research objectives. It is important to remember that it is important to choose a sampling technique that can provide representative and reliable results for good research purposes.

Suajarweni (2015:18) states "the sample is part of the number and characteristics possessed by the population." The sample size in this study used the Slovin formula (Surjaweni, 2015:82). The research uses the Slovin formula because in sampling the number must be representative so that the results of this research can be generalized and the calculation does not require a sample number table, but using simple calculations.

The Slovin formula that the author uses in determining the sample is as follows:

$$n = \frac{N}{1 + N (e)^2}$$

Formula description:

n = Sample size or number of respondents

N = Population size

e = Percentage of allowance for sampling error accuracy that can still be tolerated. In this study e = 5% = 0.05

The total population in this study was 80 (eighty) people.

Table 1. PKWT employees for the last five years

No	Karyawan PKWT (Tahun)	Jumlah Karyawan (Orang)
1	2019	15
2	2020	20
3	2021	18
4	2022	12
5	2023	15
Total		80

With a tolerable level of sampling error of 5% or 0.05, the number of samples taken in this study was:

$$n = \frac{N}{1 + N (e)^2} \quad n = \frac{80}{1 + 80 (0,05)^2}$$

$$n = \frac{80}{1 + 80 (0,0025)} \quad n = \frac{80}{1 + 0,2}$$

$$n = \frac{80}{1 + 0,2} \quad n = \frac{80}{1,2}$$

n = 66,67 (dibulatkan menjadi 67)

Based on the calculations above, the sample of respondents in this study was 67 contract employees of PT Yachiyo Trimitra Indonesia. The sampling technique used by researchers or writers in this research is convenience sampling. According to Hamid (2010:30) "convenience sampling is a sampling unit that can be easily contacted, not troublesome, easy to measure and cooperative.

This means that the author chose the respondents as samples in this study, namely 67 (sixty seven) employees who have contract status at PT Yachiyo Trimitra Indonesia who are easy to communicate with, easy to contact, not difficult to measure, and are cooperative.

To measure the accuracy of data quality in this research, the validity and reliability of the data was tested. In the Likert scale, the individual concerned is assessed by adding the weight of the selected answers. The scale used is an ordinal scale which differentiates categories based on type or variety. Questionnaires can be closed or open questions/statements, can be given to respondents directly or indirectly.

In this research, primary data was obtained through distributing questionnaires to respondents or samples determined by the researcher.

Sugiyono (2011:192) states that: Questionnaires are a data collection technique done by giving various written questions to respondents to answer. A questionnaire is a very efficient data collection technique if the researcher knows well the variables to be measured and knows what to expect from the respondent.

Questionnaire This consists of several questions related to the respondent's identity as well as the respondent's responses regarding PKWT and Work Performance. To measure respondents' responses using a Likert scale, starting from number 5 for the highest response, namely strongly agree (SS) and number 1 for the lowest response, namely strongly disagree (STS), with the following details:

Table 2, Liert Scale Table

No	Skala Likert	
1	Angka 1	Sangat Tidak Setuju (STS)
2	Angka 2	Tidak Setuju (TS)
3	Angka 3	Cukup Setuju (CS)
4	Angka 4	Setuju (S)
5	Angka 5	Sangat Setuju (SS)

Source: Sugiyono (2011:192)

In study related to "The Impact of PKWT Implementation on Performance" has two variables;

1. Independent variable (X): PKWT
2. Dependent variable (Y): Performance

Connection strong the independent variable (X) with the dependent variable (Y), can be seen from the following correlation coefficient interpretation table:

Table 3, Interpretation of Correlation Coefficient

No	Interval Koefisien	Tingkat Hubungan/Pengaruh
1	0.00 ~ 0.19	Sangat Rendah
2	0.20 ~ 0.39	Rendah
3	0.40 ~ 0.59	Sedang
4	0.60 ~ 0.79	Kuat
5	0.80 ~ 1.00	Sangat Kuat

Source: Sugiyono, *research methods* (2011:183)

According to Sugiyono (2011:212), "Pearson correlation coefficient analysis is used to measure the strength or weakness of a linear relationship in the same direction or opposite direction between the independent variable (X) and the dependent variable (Y)." The linear relationship can be seen from the calculation results of positive r values and the opposite linear relationship can be seen from the calculation results with negative r values. that in reality there is a relationship between the effect of implementing PKWT and the work performance of PT Yachiyo Trimitra Indonesia contract employees.

To make research easier, the author grouped the research instrument grid from the independent variable (X) and the dependent variable (Y). The instrument grid is as follows:

Table 3, Research instrument grid

Variabel	Sub Variabel	Indikator	No. Instrumen
Variabel Bebas (X): PKWT	1. Penerapan PKWT	1 Karyawan Kontrak Masuk	1,2,3
		2 Karyawan Kontrak satu tahun keatas	4,5,6
	2. Perpanjangan PKWT	3 Karyawan Kontrak dua tahun keatas	7,8,9
		4 Karyawan Kontrak tiga tahun keatas	10,11,12
	3. Pembaharuan PKWT	5 Karyawan Kontrak tiga koma lima tahun keatas	13,14,15
		6 Karyawan Kontrak empat tahun keatas	16,17,18
Variabel Terikat (Y): Kinerja	1. Kemampuan	1 Karyawan Menggunakan kemampuan sebaiknya	1,2,3
		2 Karyawan Bersedian meningkatkan kemampuan	4,5,6
	2. Mutu	3 Mutu Produk yang diohasilkan	7,8,9
		4 Peningkatan di setiap periode waktunya	10,11,12
	3. Efisiensi	5 Pemanfaatan waktu kerja yang sesuai	13,14,15
		6 Semangat dalam desain efisiensia kerja	16,17,18

Source: *Processed data*

To test the validity and reliability of the data using the SPSS Version 21 program.

a. Validity test

Product moment correlation formula used to test validity:

$$r = \frac{N \sum XY - (\sum X)(\sum Y)}{\sqrt{(N \sum X^2 - (\sum X)^2)(N \sum Y^2 - (\sum Y)^2)}}$$

Where:

N = Number of samples

r = correlation coefficient value (r count)

Next, according to Surjaweni (2015: 160), it is necessary to find the r table value obtained by looking at the r table, where $df = n - 2$ if the sample is < 30 or $df = n$, if the sample is > 30 with sig.5%. The r table value is intended to be compared with the calculated r value based on the formula above. Then below is the basis for making validity test decisions, including:

- 1) If the calculated r value $<$ r table, then the question item or statement in the questionnaire is declared valid.
- 2) If the calculated r value \leq r table, then the question item or statement in the questionnaire is declared invalid.
- 3) Data that is declared invalid should be discarded and not used for further calculations, so that the writing results will be better.

b. Reliability Test

Reliability is generally said to be the consistency of measurement results the same thing if done in a different time context. Reliability test This done with the Cronbach Alpha statistical test. The Cronbach Alpha formula is as follows:

$$r_i = \left(\frac{k}{k-1}\right) \left(1 - \frac{\sum \sigma_b^2}{\sigma_t^2}\right)$$

r_i = reliabilitas instrumen

k = banyaknya butir pertanyaan atau banyaknya soal

$\sum \sigma_b^2$ = jumlah varians butir

σ_t^2 = varians total

Then below is the basis for making reliability test decisions as stated by Sujarweni (2015: 172), including:

- 1) If the Cronbach's Alpha value is < 0.60 then the question items or statements in the questionnaire are declared reliable.
- 2) If the Cronbach's Alpha value is ≤ 0.60 then the question items or statements in the questionnaire are declared unreliable.
- 3)

3. RESULTS AND DISCUSSION

Results

In the validity test of variable X (PKWT), which is based on the validity formula is as follows:

Table 4, Validity test of variable X (PKWT)

No. Item Soal	Uji Validitas - Variabel Bebas (X)		
	r hitung	r tabel	Hasil
1	0,250	0,237	Valid
2	0,180	0,237	Tidak Valid
3	0,272	0,237	Valid
4	0,155	0,237	Tidak Valid
5	0,298	0,237	Valid
6	0,115	0,237	Tidak Valid
7	0,607	0,237	Valid
8	0,365	0,237	Valid
9	0,295	0,237	Valid
10	0,479	0,237	Valid
11	0,520	0,237	Valid
12	0,349	0,237	Valid
13	0,382	0,237	Valid
14	0,256	0,237	Valid
15	0,234	0,237	Tidak Valid
16	0,252	0,237	Valid
17	0,305	0,237	Valid
18	0,243	0,237	Valid

In the results of the validity test for variable Thus, invalid question items are discarded and not used in further calculations.

Then the examiner also carries out a reliability test to determine the consistency of the measuring instrument, whether the measuring instrument used in the questionnaire is reliable and remains consistent if the measurement is repeated. The following are the results of the reliability test using SPSS version 16 software, namely:

**Table 5,
Variable X (PKWT) reliability test results**

Cronbach's Alpha	N of Item's
0.645	19

Based on the reliability test above, we get a Cronbach's Alpha value of 0.645. So it can be concluded that the statement item in the variable X questionnaire, in this case PKWT, is reliable, because the Cronbach's Alpha value of 0.645 is greater than 0.60.

In testing the validity of variable Y (Performance), which is based on the calculation of the related formula, obtains the following results:

Table 6, Validity test of variable Y

No. Item Soal	Uji Validitas - Variabel Bebas (Y)		
	r hitung	r tabel	Hasil
1	0,278	0,237	Valid
2	0,520	0,237	Valid
3	0,241	0,237	Valid
4	0,337	0,237	Valid
5	0,303	0,237	Valid
6	0,378	0,237	Valid
7	0,174	0,237	Tidak Valid
8	0,257	0,237	Valid
9	0,265	0,237	Valid
10	0,227	0,237	Tidak Valid
11	0,410	0,237	Valid
12	0,419	0,237	Valid
13	0,502	0,237	Valid
14	0,460	0,237	Valid
15	0,216	0,237	Tidak Valid
16	0,462	0,237	Valid
17	0,484	0,237	Valid
18	0,211	0,237	Tidak Valid

From the results of the validity test for variable Y above, it can be concluded that question items number 7, 10, 15 and 18 are not valid. Thus, these question items were not used for further research.

Then the examiner also carries out a reliability test to determine the consistency of the measuring instrument, whether the measuring instrument used in the questionnaire is reliable and remains consistent if the measurement is repeated. The following are the results of the reliability test using SPSS version 16 software, namely:

**Table 7,
Reliability test results for variable Y (Performance)**

Cronbach's Alpha	N of Item's
0.667	19

Based on the reliability test above, we get a Cronbach's Alpha value of 0.667. So it can be concluded that the statement item in the variable Y questionnaire in this case is performance is reliable, because of the value of Cronbach's Alpha 0.667 is greater than 0.60. Apart from the results of the validity test and Cronbach's Alpha, there are also frequencies and percentages of respondents' responses to each variable X and variable Y. The following are the results:

Table 8, Frequency and Percentage of Respondents' Responses to Variable X (PKWT)

No	Skala	Frekuensi	Persentase (%)
1	Sangat Tidak Setuju	10	5
2	Tidak Setuju	7	14
3	Cukup Setuju	35	35
4	Setuju	20	27
5	Sangat Setuju	8	20
Jumlah		80	100

From the results of the table presented above, it can be concluded that at PT Yachiyo Trimitra Indonesia regarding the implementation of PKWT for contract employees, the workers responded well and quite agreed. This statement is based on the highest percentage value in the quite agree category where the value is 35% when compared with other categories.

Table 9, Frequency and Percentage of Respondent Responses on Variable Y (Performance)

No	Skala	Frekuensi	Persentase (%)
1	Sangat Tidak Setuju	5	2
2	Tidak Setuju	6	9
3	Cukup Setuju	45	45
4	Setuju	15	34
5	Sangat Setuju	9	10
Jumlah		80	100

From the results of the table presented above, it can be concluded that performance is very influential with various regulations set by PT Yachiyo Trimitra Indonesia and contract employees "quite agree" with this, which can be seen from the percentage value which is 45%, and this value is the highest when compared with other categories.

Discussion

Research entitled the impact of implementing PKWT on work performance was carried out at PT Yachiyo Trimitra Indonesia which is located at Mitra Industrial Area Karawang, Jl. Mitra Selatan., Parungmulya, Kec. Ciampel, Karawang Regency, West Java Province, Indonesia. From the flow of the research process related to the implementation of PKWT and its impact on performance, several interesting things were found to be studied in depth.

This is, at PT Yachiyo Trimitra Indonesia, there are PKWT workers who were recruited after the Job Creation Law was passed, and the status of their work contract or PKWT still uses or is guided

by the previous law, namely Law Number 13 of 2003. And in At the same time, there were workers at PT Yachiyo Trimitra Indonesia after the Job Creation law was passed.

Regarding the conditions of workers who have PKWT work status under different policies, the author is very curious about how this company applies policies to changing regulations, while the worker status is the same but within the scope of different regulations.

After conducting in-depth research by conducting interviews and discussions with the management of PT Yachiyo Trimitra Indonesia, it was found that; Regarding the status of workers recruited under two different policies due to regulations issued by the state regarding PKWT, the company made several policies. Firstly, for workers who were recruited before the Job Creation Law was passed, these workers will follow the employment contract procedures in the previous statutory regulations, namely Law Number 13 of 2003, henceforth, if the contract is extended, they will only follow the provisions of the regulations stipulated. latest.

Meanwhile, regarding the performance of workers who are experiencing the transition period to PKWT regulations regulated by the government, after conducting research, many PKWT workers from PT Yachiyo Trimitra Indonesia welcomed it well, and their work morale and performance also remained stable, although in this aspect, there were still those who responded with less agreement, but the nominal percentage of disagreement is very small. This can be seen from the research results in tables 8 and 9, regarding the frequency and percentage of respondents responding to these regulations.

4. CONCLUSION

In this research, the author examines the impact of implementing PKWT and its influence on the performance of contract employees in PY Yachiyo Trimitra Indonesia. The conclusion from the results of this research is that the application of PKWT to contract employees at PT Yachiyo Trimitra Indonesia has met the legal standards in force in Indonesia, and the response of PKWT workers to this regulation remains enthusiastic in accepting it and for the work performance of employees with PKWT work status, remains provide good work performance for PT Yachiyo Trimitra Indonesia.

We can see the enthusiasm of PKWT PT Yachiyo Trimitra Indonesia employees in the workers' responses in table 8, related to the frequency and percentage of respondents on variable X and table 9, related to the frequency and percentage of variable Y, where respondents on variable agree, and beat the percentage value of the other scale items. We can also see the same thing from the frequency and percentage of respondents on variable Y, where the respondent's score is quite high at 45% of the items on the scale quite agree, and this shows that the enthusiasm for work of the employees is very good.

Regarding the enthusiasm of workers who have PKWT status at PT Yachiyo Trimitra Indonesia, this can of course be interpreted as the implementation of PKWT at PT Yachiyo Trimitra Indonesia which may have changed regulations, and the company follows the changes made by the government through legislation, but for the enthusiasm and performance of its workers. there is no reduction in the status of PKWT employees.

5. SUGGESTION

From the overall results of this research, namely the impact of implementing PKWT on employee performance at PT Yachiyo Trimitra Indonesia, the suggestions that the author wants to convey are, first Companies must carry out comprehensive outreach to PKWT employees when there are new regulations from the government regarding the implementation of PKWT, so that workers can know in detail regarding the regulations that have been set. Because not all workers can understand the latest policies set by the government in detail.

Second, to avoid a decline in work morale which has an impact on worker performance, it is hoped that companies will carry out counseling for workers whose performance appears to be reduced as a result of the implementation of PKWT, so that this condition is quickly resolved, and workers' work morale is maintained, so that their quality at work remains good. and stable.

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Legislation

- Undang-undang nomor 13 Tahun 2003 tentang Ketenagakerjaan
- Peraturan Pemerintah Nomor 35 tahun 2021 tentang Perjanjian Kerja Waktu Tertentu, Alih Daya, Waktu Kerja Dan Waktu Istirahat, Dan Pemutusan Hubungan Kerja.