

ABSTRAK

ANALISIS PEMAHAMAN KONTRAK KERJA DAN JAMINAN SOSIAL TERHADAP TINGKAT KESEJAHTERAAN TENAGA KERJA OUTSOURCING PADA MASA PANDEMI COVID-19

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Penelitian ini bertujuan untuk menjelaskan hubungan kontrak kerja, jaminan sosial, dan tingkat kesejahteraan tenaga kerja outsourcing pada masa pandemi Covid-19. Kajian ini penting untuk dilakukan karena; Pertama penelitian terdahulu belum menempatkan hubungan-hubungan antar variabel yang belum sepenuhnya bisa dipastikan. Kedua situasi pandemi Covid-19 berpotensi membuat pekerja outsourcing sangat rentan dan memiliki posisi daya tawar yang rendah. Ketiga perlindungan sosial yang melemah pada situasi pandemi Covid-19 juga memperlemah posisi tenaga kerja. Penelitian ini menggunakan metode *hypothetico-deductive*. Teknik survei menggunakan kuesioner semi terbuka dan sampel dipilih secara *simple random sampling*. Sumber data dalam penelitian ini adalah tenaga kerja outsourcing dengan analisis data menggunakan regresi linier berganda untuk memastikan pertanyaan penelitian terjawab dan interpretasi dapat dilakukan. Hasil kajian menemukan bahwa pemahaman kontrak kerja tidak berpengaruh terhadap tingkat kesejahteraan tenaga kerja pada masa pandemi Covid-19. Pada sisi lain jaminan sosial berpengaruh positif dan signifikan terhadap tingkat kesejahteraan tenaga kerja outsourcing pada masa pandemi Covid-19.

Kata Kunci: Pekerja Outsourcing, Pandemi Covid-19, Pemahaman Kontrak Kerja, Jaminan Sosial, Kesejahteraan Tenaga Kerja.

ABSTRACT

ANALYSIS OF UNDERSTANDING OF EMPLOYMENT CONTRACTS AND SOCIAL SECURITY ON LEVEL OF OUTSOURCING LABOR WELFARE DURING THE COVID-19 PANDEMIC

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This study aims to explain the relationship between work contracts, social security, and the welfare level of outsourcing workers during the Covid-19 pandemic. This study is important because; First, previous research has not placed the relationship between variables that cannot be fully ascertained. The two Covid-19 pandemic situations have the potential to make outsourcing workers very vulnerable and have a low bargaining position. Third, the weakening of social protection in the Covid-19 pandemic situation has also weakened the position of the workforce. This study uses a hypothetical-deductive method. The survey used a semi-open questionnaire and the sample was selected by simple random sampling. The source of data in this research is outsourcing workers with data analysis using multiple linear regression to ensure the research questions are answered and can be interpreted. The results of the study found that understanding the employment contract did not affect the level of welfare of the workforce during the Covid-19 pandemic. On the other hand, social security positively and significantly impacts the welfare level of outsourcing workers during the Covid-19 pandemic.

Keywords: Outsourcing Workers, Covid-19 Pandemic, Understanding of Employment Contracts, Social Security, Labor Welfare.