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Corporate Responsibility Towards Employees' Welfare: Case Study PT Semeru Ratu Jaya Makassar

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Abstract

Essentially, in carrying out its business activities every company is certainly cannot be separated from responsibility, as responsibility is one of the obligations of the business actor towards consumers, employees and the surrounding environment. Responsibility also means doing something as an embodiment of awareness of obligations. In this study will analyze the company's responsibility for employee welfare and the efforts made by the Company to improve employee welfare at PT. Semeru Ratu Jaya Makassar. The results of the study are expected to contribute thought to business actors in spreading their business activities, because employee welfare is very urgent and fundamental for employees. This is in accordance with what is mandated in Pancasila as the source of all sources of law in Indonesia and this is reflected in the 1945 Constitution of the Republic of Indonesia, precisely in the opening of the 1945 Constitution in paragraph 4 (four) concerning the national goal of promoting general welfare.

Keywords: Responsibility; Company; Welfare; Employees.

Introduction

Indonesia as a developing country cannot escape the impact of modernization that sweeps the world today. It can be seen with the increasing development of investment in various fields of the production sector where more and more

companies are emerging. In order to be able to survive in the competition, these companies must be able to optimize the production they manage. The business world is currently growing very rapidly, and the impact is increasingly felt on the economic wheel of the community. They are the ones who are most expected to play the role especially because they are considered the most capable agent of change to create new jobs, improve the lives of many people and encourage a better life for the wider community.¹

Principally, every company such as a Limited Liability Company (PT) has two sides, first as a legal entity and secondly on the other side as the place where cooperation between shareholders or capital owners can be realized.² This is clearly seen in the general provisions of Law No. 40 of 2007 concerning Limited Liability Companies as stated in Article 1 point 1, Limited Liability Company is a legal entity which is a capital partnership, established under an agreement, conducting business activities with authorized capital all of them are divided into shares and fulfill the requirements stipulated in the Law and its implementing regulations so that the company is in accordance with the principles of Good Corporate Governance (GCG).³

As a legal entity, a Limited Liability Company can have the rights and obligations that can be owned by legal subjects, such as individuals, and in order to carry out all the rights and obligations it has, Limited Liability Companies have organs with their respective authority functions.⁴ The effort to achieve success in a company is by improving the quality of Indonesia's human labor. Improving the quality of the workforce cannot be achieved without the guarantee of a decent life for the workforce or the employee himself or with his family.

¹ Yusuf Wibisono, *Membedah Konsep Dan Aplikasi CSR* (Fascho Publishing 2007).[95].

² Chatamarrasjid, *Menyingkap Tabir Perseroan Kapita Seleka Hukum Perusahaan* (PT Citra Aditya Bakti 2000).[25].

³ Maya Sari, 'Perlindungan Hukum Bagi Pemegang Saham Minoritas Yang Tidak Dilibatkan Dalam Proses Akuisisi' (2017) 32 *Yuridika* <<https://e-journal.unair.ac.id/YDK/article/view/4827>>. [445].

⁴ Putu Ratih Purwantari, 'Tanggungjawab Direksi Berdasarkan Prinsip Fiduciary Dalam Perseroan Terbatas' (2014) 2 *Jurnal Kertha Semaya*. [1].

At present the welfare of employees in a company both from the government and from the private sector is one of the serious problems and needs special attention from various parties, especially in relation to the development program that is being and will be carried out sustainably. Employee welfare is an urgent and fundamental thing for employees. This is in accordance with what has been mandated by Pancasila as the source of all sources of law in Indonesia and this is reflected in the 1945 Constitution of the State of the Republic of Indonesia, precisely in the opening of the 1945 Constitution in paragraph four concerning the national goal of promoting public welfare.

Further, Article 1 General provisions of Law Number 23 of 1992 concerning Health, stated in this Law that the meaning of Health is a state of prosperity from the body, soul and social which allows every person to live productively socially and economically as well as an excuse for the right to the problem in Law No. 13 of 2003 concerning Manpower, Law Number 21 of 2010 concerning Trade Unions or Trade Unions, and Law Number 2 of 2004 concerning Settlement of Industrial Relations Disputes.

Every company, whether it is a legal entity or not, is inseparable from the presence of a leader and several people who are employees of the company. The progress or failure of a company can be seen from the skills and expertise of a leader and employees who manage the company. Thus, between improving the quality of work and guaranteeing life is a causal relationship that cannot be fulfilled by employment opportunities, then improving the quality of human resources can be implemented.

However, the facts indicate that there are still many demonstrations carried out by employees or labor caused by the failure to fulfill the rights of employees or workers in accordance with the prevailing laws and regulations. Therefore, the leader in the company must be observant in reading the situation and must capture the things desired by the employee and creating a working environment where the employees feel protected, peaceful, satisfied and a sense of justice in the company. So that the target goals for the company's progress and success will be achieved.

With a high dedication and great responsibility from the leader, he can control and run the company well. Responsibility is the obligation of an individual to carry out the activities assigned to him as well as possible, according to his abilities.⁵ The success of a company can be realized by the company's ability to motivate its employees to achieve a good performance. One way to motivate employees is to ensure their welfare. The company establishes and provides social security to each of its employees. The provision of social security has a large impact on employee welfare.

Corporate Responsibility Towards Employees Welfare in PT. Semeru Ratu Jaya

The company is influenced by the role of various parties and stakeholders, both internal (owners and workers) and external (consumers, suppliers, neighbors, government, etc). Conversely, what the company does will affect the lives of the people where it is located. With the reciprocal relationship, the sustainability of the company can not be separated from the sustainability of stakeholders and nature. Companies are expected to act in ways that are good and right (responsible), namely: 1) work effectively and efficiently so that value-added benefits for their owners will be obtained, 2) serve and provide satisfaction to stakeholders so that the company gets legitimacy from the community and 3) considering the sustainability of nature because it has to do with the welfare of people's lives.

When a company carries out the right action by obeying the law/regulation (responsibility), there are 3 possibilities that encourage it, namely descriptive motives, instrumental motives and normative motives. The company is responsible for not only obeying the law, it means that the company does an action (right and right) not because it is legally required. The company takes this action because of "sincere virtue".⁶ Accountability comes from the word responsibility, which means that the condition must bear everything (if anything happens, may be prosecuted, blamed, brought to justice, etc.) In administering the government, this responsibility is borne by the

⁵ Winardi, *Asas-Asas Manajemen* (Alumni 1983).

⁶ Budiana Gomulia, 'Perusahaan Bertanggungjawab: Motivasi Kepatuhan Ukm Terhadap Peraturan' (2014) 3 Jurnal Perjanjian.[6].

government. In this case, the principle of basic legal relations occurs in the field of governance, which is one-sided or unilateral.⁷

Responsibility is human awareness of intentional or unintentional behavior or actions. Responsibility also means doing as a realization of awareness of its obligations. That responsibility is natural, meaning that it has become part of human life, which every human being must be burdened with responsibility, if they do not want to be responsible, then there are others who impose that responsibility. Thus the responsibility can be seen from two sides, namely from the side of the acting party and from the side of the interests of the other party.

According to Peter Salim, responsibilities can be grouped into three terms, namely, accountability, responsibility, and liability. Responsibility in the sense of accountability is usually related to finance or bookkeeping or relating to payments. Besides that accountability can be interpreted as trust. Responsibility in the sense of accountability can be interpreted as taking part in the burden, due to an act. Responsibility in the sense of accountability can also be interpreted as an obligation to correct mistakes that have occurred. While responsibility in the sense of liability can also mean to bear any loss that occurs as a result of his actions or the actions of other people acting for and on his behalf. Liability can be interpreted as an obligation to pay compensation suffered.⁸

To see the manifestation of the company's responsibility, Carroll stated that it could be a reference. He revealed four forms of CSR which are described as pyramids, with the basic position to the summit as follows:

1. Being economic, is the basic responsibility of the company to strive for profit and growth;
2. In the form of law, it is the responsibility of the company to comply with applicable laws / regulations;
3. The form of ethics, is the responsibility of the company to respect the rights of fellow human beings who become a society;

⁷ Nunuk Listyowati, 'Tanggung Jawab Hukum Perseroan Terbatas Yang Belum Berstatus Badan Hukum' (2015) 1 Jurnal Spirit Pro Patria.[29].

⁸ K. Martono, *Hukum Angkutan Udara Berdasarkan UU RI No. 1 Tahun 2009* (Raja Grafindo Persada 2011).[217].

4. The form of generosity, including charitable activities to help the community carried out with “sincere will”.

Today many large national and multinational companies in Indonesia are not merely making the maximum profit in their business activities. The management of the company realizes the need to contribute as a corporate social responsibility to the public who needs it. In terms of moral human nature and the nature of business activity itself it is believed that it is not true that company managers only have responsibility and moral obligations to shareholders.⁹ The company managers as human beings and as managers at the same time also have moral responsibilities and obligations to many people and other parties related to the activities and business operations of the companies they lead. Company managers have a moral responsibility and obligation to pay attention to the rights and interests of employees, consumers, suppliers, suppliers, local communities, and so on. In short the responsibilities and moral obligations of company managers are not only focused on shareholders but also on stakeholders in general.¹⁰

The company has a large responsibility in an effort to improve the implementation of duties in each division, so that they can be efficient and effective according to the principles of corporate law.

According to Umar, Supervisor of PT. Semeru Ratu Jaya;¹¹

“As a leader representing the company, the company currently needs people who are capable, honest, loyal and highly dedicated to the company. The company has important responsibilities in carrying out its business in the entertainment sector in order to remain successful and advanced in this field. The company also holds responsibility in maintaining a good working atmosphere for all the divisions within it. Because in achieving company goals it is necessary to create a comfortable, good and harmonious working atmosphere between the company and employees in order to create efficiency and effectiveness in carrying out work”.

⁹ Zulheri, ‘Harmonisasi Pengaturan Saham Perusahaan Dalam Rezim Hukum Indonesia Dan Singapura Sebagai Dasar Pembentukan Pasar Tunggal Asean’ (2013) 28 Yuridika <<https://e-journal.unair.ac.id/YDK/article/view/5717>>.[86].

¹⁰ Erni R. Ernawan, *Business Ethics: Etika Bisnis* (CVAlfabeta 2007).[28].

¹¹ An Interview with Umar, the supervisor PT. Semeru Ratu Jaya [15/10/2016].

Rasni as PT. Semeru Ratu Jaya's accountant further stated:¹²

“Improving the welfare of employees at PT. Semeru Ratu Jaya is the responsibility of the leader as the representative of the company. Therefore, the progress achieved by the company is the result of active participation from its employees so that the problems of employee welfare are the main concern of the company”.

Therefore, to provide an understanding of employees in understanding their rights and obligations, the company does the following:

1. Installing company regulations either in the form of company operational standards or other matters relating to company regulations on the bulletin board (Banner) so that each employee can see the regulations set by the company.
2. Providing understanding to employees in each division regarding their work.

To create a good working atmosphere is to increase the level of employee discipline. And this, it has been regulated in company regulations where each employee must carry out the following:

- a. Uphold the honor and dignity of the company;
- b. Keep company secrets or secrets as best as possible;
- c. Work honestly, orderly, meticulously, thoroughly and passionately for the benefit of the company;
- d. Maintain and increase the benefits of corporate cooperation;
- e. Creating and maintaining a good atmosphere;
- f. Providing the best possible service to consumers.

In addition, company employees or employees are prohibited from:

1. Abusing authority;
2. Conduct activities both those which directly and indirectly harm the interests of the company;
3. Misusing goods that are traded in the company;
4. Having, selling, buying, mortgaging, renting or borrowing illegally owned valuables of the company;
5. Committing a crime with a boss, colleague, subordinate or other person within or outside of work with the aim of personal gain, group or party that directly or indirectly harms the company;
6. Conducting unpleasant or despicable actions that can harm the good name of the company.

¹² An Interview with Ibu Rasni, Akuntin PT. Semeru Ratu Jaya [15/10/2016].

PT. Semeru Ratu Jaya in every action or act of an employee who violates the above provisions is a disciplinary violation and for those who commit violations will be sentenced based on the company provisions stipulated by PT. Semeru Ratu Jaya.

Efforts Made by the Company in Improving the Welfare of Employees at PT. Semeru Ratu Jaya.

Company is one of the terms of the economy that also introduced in the field of civil law. The word company in the Indonesian language dictionary has two meanings, namely:

1. *Onderneming*, which means a form of law (*rechtworm*) from a company such as a Limited Liability Company (PT), Firm Firma (CV). If it is said as alternative, then what is meant is to refer to the legal form in the form of two types, namely:¹³
 - a. Legal Entity;
 - b. Non Legal Entity.
2. *Bedrif* which means the unity of technical management activities for production such as home industry, handicraft or special skills, factories.

This definition can be interpreted as follows:

1. A company incorporated as a legal entity is a company that is liable to limited liability to the extent of invested capital;
2. Companies that are not legal entities, namely a company which by its nature and form has broad personal responsibility.

Some legal experts have formulated several meanings about the company, namely: Mollenggraaff provides a formula: that the company is the whole work carried out continuously, to earn income, by trading or handing over goods and or establishing trade agreements.¹⁴

The company is one of the main joints in the life of modern society, because the company is one of the centers of human activities to fulfill their lives. In addition,

¹³ Chrysanti Hasibuan Sedyono, 'Tanggung Jawab Sosial Perusahaan' (*Wikipedia*, 2015) <https://id.wikipedia.org/wiki/Tanggung_jawab_sosial_perusahaan> accessed 5 November 2017.

¹⁴ Molleggraaff, *Pengertian Perusahaan* (Rajawali Press 2007).[122].

the company is also one of the sources of state income through taxes and a container for distributing labor. In the provisions of Article 1 number 6 of Act No. 13 of 2003 concerning Employment that the company is:¹⁵

- a. Any form of business that is a legal entity or not, owned by an individual, a partnership, or a legal entity, both privately and state-owned, that employs workers/laborers by paying wages or other forms of compensation.
- b. Social enterprises and other businesses that have management and employ other people by paying wages or other forms of rewards.

Companies and employees essentially need each other; employees are company assets because without human resources, the company will not be able to operate. In the other hand, the employees cannot support their welfare without the company as a place to earn a living as an implementation of their own knowledge. So the employees must pay attention to their welfare, not only they are required to fulfill their obligations with various workloads, as well as employees who not only demanding for their rights, but also do their job and responsibilities. But there are also several companies which pay less attention to their employees so that employees become less motivated, lazy, and seem not to be good at the results of their work. So they assume that no matter how hard the employees work the company does not care about them; ignore to provide the welfare and appropriate compensation for them. To prevent the occurrence of employee actions which are not desired by the company, it is the task of corporate management must fulfill the demands of employees by providing fair and wise welfare, all that is done to create employee welfare and corporate welfare.

The welfare program given by the company, institution or organization to its employees should be useful, so as to encourage the achievement of effective corporate goals. The employee welfare program should be in accordance with the provisions set by the company and not in violation of government regulations.

¹⁵ Zainal Asikin, *Hukum Dagang* (Rajawali Pers 2014).[49].

The company's goals in providing welfare include the following:

1. To increase employee loyalty and attachment to employees;
2. Providing peace and fulfillment of needs for employees and their families;
3. Motivating work passion, discipline and work productivity for employees;
4. Lower absenteeism and employee turnover;
5. Creating a good and comfortable working environment and atmosphere;
6. Helping smooth the implementation of work to achieve goals;
7. Maintain health and improve employee quality;
8. Effective procurement of employees;
9. Helping the implementation of government programs in improving human quality;
10. Reducing workplace accidents and damage to company equipment;
11. Increase the social status of employees and their families.

It has been stated that employee welfare programs can be provided both materially and non-materially. Employee welfare is materially directly related to employee achievements and can be given in the form of compensation, such as: Salaries, Benefits such as holiday, marriage and birth allowances, Occupational money, Bonuses, Leave, Death.

Although non-material employee welfare can be in the form of facilities and services for employees, such facilities are provided by the company. Thus it can be said that the welfare program consists of two main components, namely: compensation relating to the work performance of employees and compensation that is not directly related to the work performance of employees but is given by the company to employees who are seen as additional income.

The welfare improvement fund allowance program can be categorized into five, namely:

1. Payment of wages;
2. Guarantee against work risks;
3. Program to improve health and well-being;
4. Programs related to employee self-development;
5. Allowances that must be made by law.

Following are the results of interviews with Umar as supervisor at PT. Semeru Ratu Jaya as a result of an interview on October 15, 2016 stated that the efforts that have been made in improving the welfare of its employees, among others:

a. Grant

In this case, PT. Semeru Ratu Jaya has understood that wages or salaries of employees should not be lower than the minimum wage based on the province or regency/city. This is stated in Article 90 UUK Number 13 of 2003. Components of wages or salaries based on Circular of the Minister of Manpower of the Republic of Indonesia No. SE-07/MEN/1990 of 1990 concerning Grouping of Wages Components and Non-Wage Income, including basic salary, fixed allowances and non-permanent benefits.

Basic Salary is the basic reward paid to employees according to the level or type of work for which the amount is determined based on the agreement. In terms of the company's efforts to improve employee welfare, namely by distributing fair salaries and given routine every month to each employee. The provision of basic salary is also within the company following local regulations, namely following the minimum distribution of the minimum wage in each region in Indonesia, especially for the Makassar region itself. Within the internal scope of PT. Semeru Ratu Jaya has explained before that the category of employees in the company is divided into two, namely: 1. Office Division, Office Division or commonly known as Back Office also consists of Coordinator, Supervisor, Marketing and Administration. 2. Operational Division, which includes operational divisions consisting of Captain, Waiter, Receptionist or Cashier, Customer Service and Kitchen and Bar Crew.

PT. Semeru Ratu Jaya in order to improve the welfare of each employee always communicates with the local manpower office by always following the rules of salary provision with a minimum standard of Makassar UMR 2016 set. But in terms of giving each employee salary is not the same. This is because of the different tasks and responsibilities of each division. By looking at this, the company gives salaries to each employee based on the education level of each employee.

Table 1. Salary Distribution Based on Education Level

No.	Education Level	Salary
1.	Highschool	Makassar UMR Standard
2.	Diploma (D3)	+ 30% from Makassar UMR Standard
3.	Bachelor (S1)	+ 40% + 30% from Makassar UMR Standard

The table shows that PT. Semeru Ratu Jaya always strives to improve the welfare of its employees. Apart from providing basic salary, the company also makes efforts to improve the welfare of its employees through the provision of benefits. These benefits are permanent and some are non-permanent. In this case, a fixed allowance is a regular payment related to work, which is given regularly to employees and their families. Examples of fixed allowances are wife benefits; child support; housing allowances; death allowance; regional allowance and others. Food and transport allowances can be included in the component of a fixed allowance if the provision of such benefits is not associated with attendance and is regularly received.

At PT. Semeru Ratu Jaya, this allowance can be in the form of rank, position and senior allowances. First; rank support is one of the company's efforts to improve the welfare of its employees. For PT. Semeru Ratu Jaya itself for each level or rank varies based on the policies of the company.

Table 2. Employee Benefits Based on Position

Position	Amount
Manager	Rp. 900.000
Manager Assistant	Rp. 800.000
Head Eksekutif	Rp. 700.000
Middle Executive	Rp. 600.000
Junior Executive	Rp. 500.000
Head Operator	Rp. 400.000
Middle Operator	Rp. 300.000
Junior Operator	Rp. 200.000
Non – Operational	Rp. 100.000

Second, office allowances are benefits provided by the company in this case PT. Semeru Ratu Jaya based on the position of each employee.

Tabel 3. Employee Benefits Based on Position

No.	Position	Amount
1.	Coordinator	Rp. 1.000.000
2.	Supervisor	Rp. 600.000
3.	Accountant	Rp. 450.000
4.	Administration, Marketing and Captain	Rp. 250.000
5.	Chef and Technician	Rp. 150.000
6.	Cook Helper, Service and Cashier	Rp. 50.000

This position-based allowance is done because each division has different duties and responsibilities. The higher the position of the employee, the greater the responsibility given to him. Therefore, companies provide different allowances for each position held by the employee.

In addition to providing benefits above, the company can also add several other benefits in accordance with company policies, such as holiday allowances, annual bonuses and corporate social benefits.

Table 4. Corporate Social Donations

Position	Marriage	Newborn	Family Death	Parent Death
Manager	Rp. 2.000.000	Rp. 2.000.000	Rp. 2.000.000	Rp. 1.000.000
Manager Assistant	Rp. 1.800.000	Rp. 1.800.000	Rp. 1.800.000	Rp. 900.000
Head Eksekutif	Rp. 1.600.000	Rp. 1.600.000	Rp. 1.600.000	Rp. 800.000
Middle Executive	Rp. 1.400.000	Rp. 1.400.000	Rp. 1.400.000	Rp. 700.000
Junior Executive	Rp. 1.200.000	Rp. 1.200.000	Rp. 1.200.000	Rp. 600.000
Head Operator	Rp. 1.000.000	Rp. 1.000.000	Rp. 1.000.000	Rp. 500.000
Middle Operator	Rp. 800.000	Rp. 800.000	Rp. 800.000	Rp. 400.000
Junior Operator	Rp. 600.000	Rp. 600.000	Rp. 600.000	Rp. 300.000
Non Operational	Rp. 500.000	Rp. 500.000	Rp. 500.000	Rp. 200.000

The social contributions in the table above are one of the company's efforts to improve welfare for both the employees themselves and the families of each employee who works at PT. Semeru Ratu Jaya. Every employee who works at PT. Semeru Ratu Jaya has the right to receive social donations if the employee has provided legal and complete documents no later than 30 days after the date of the social activity. If it has passed the specified time, the employee is not entitled to social contributions provided by the company. Employees must also be free from the Warning Letter within 30 days before the date of the social activity and have worked for at least 12 months for marriage and birth and a minimum of 6 months for death.

b. Workload and Compensation

PT. Semeru Ratu Jaya has regulated the division of tasks and responsibilities made by the Company which is to regulate the running of the company's operations. For the division of labor itself, each employee is given an off or holiday once a week and works on 2 shifts namely morning shift and night shift.

The division of labor must be carried out fairly and evenly so that no employee feels that the work he is doing is a burden due to giving uneven assignments. Meanwhile, if the company needs time from employees or in other words if the company wants employees for an overtime work, the company provides clear and open compensation for the excess of these hours. The company also has a policy regarding the payment rules for overtime work, among others:

1. Normal Overtime is, calculation of overtime is Rp. 17,000 per hour.
2. Holiday Overtime, calculation of overtime is Rp. 27,000 per hour.

c. Health Insurance and Pension

PT. Semeru Ratu Jaya. always give the best in an effort to improve employee welfare both for their own employees and their families. Every employee is required to participate in one of the national programs, namely BPJS in the form of a health BPJS and employment BPJS. In terms of implementing BPJS Kesehatan, each employee is advised to choose one of the predetermined places in their health care efforts. So that if the employee is sick or does not work then he must check his health at the place he has chosen before. This place should be close to the employee's residence so that they can easily check their health at the place. Apart from BPJS Kesehatan, the company in this case PT. Semeru Ratu Jaya also includes every employee to participate in the BPJS employment program. Which in the BPJS employment program is an old-age insurance program for every employee who works within the company.

d. Carrier Development

Employee career planning also shows that PT. Semeru Ratu Jaya respects and cares for employee self-development. In an effort to develop each employee,

the company routinely evaluates at least once a month so that each employee can continue to provide the best service to consumers by knowing the programs being carried out by the company. PT. Semeru Ratu Jaya always opens wide when there are employees who want to advance or develop themselves in a better direction. Companies usually call employees who are considered to meet the requirements if there is a position that is empty within the company.

e. Paid Leave

The company provides 12 days off a year. This gift is also given by the company to every employee who has worked for at least 1 year. The taking of leave for each employee is at least once a month and cannot be taken entirely. The supervisor as the representative of the company, has a full rights in giving leave approval for each employee. This is done so as not to interfere with the operational implementation of the company itself. Aside from the above leave, there are several leave given by the company to each employee, including: maternity leave, two months, (wife) maternity leave, two days, aqiqah leave, two days, two days death leave, and two days married leave.

f. Work Safety

In addition to providing material benefits (which are visible), to reduce employee turnover, the company also continues to strive to think of suitable facilities for employees so that they feel safe and comfortable working. The facilities in question are like a comfortable room to work, a clean toilet and according to the ratio of the number of employees (1:15, one toilet for 15 employees), resting place (during recess), place to eat, and work safety equipment such as fire extinguisher tube and mask. Clean and well-maintained facilities will affect the increase in employee performance.

g. Stress Management and Employee Emotional Health

Employees who are stressed usually decrease performance. There are many factors that cause employees to experience depression or stress. It could be

because it is already saturated with work or most workloads so that employees lose their morale, get angry and emotion less stable. Employees are humans who have emotions so that stress management and emotional health of employees need special attention. Planning a program to help employees control stress and their emotions in the work environment will increase motivation and work productivity. In one of the company's efforts to improve employee welfare, namely by providing work hours for 8 hours, giving working hours is divided into two parts, namely the afternoon shift and night shift. Each employee is still given a meal break.

h. Pension Planning

The company has a vision of the future and believes that the company will continue to grow in the future, will make a long-term program for employees such as old-age planning. Old-day planning is certainly given to employees who have high loyalty or long service life. This old-day planning is not only related to pensions, but also what employees will do in their old age which will be a guarantee of employees' old age. Employee retirement insurance will be a superior program if the company truly cares for employees, not just to benefit the company.

Conclusion

From the issue stated, it can be concluded as follows, First, PT. Semeru Ratu Jaya has fulfilled its responsibilities not only in juridical terms, namely what is the rights of employees can be given in accordance with the provisions of the Laws and Company Regulations in improving employee welfare, such as salary increases, benefits, and other incentives. Further, the Company also gives fair treatment and appreciation to every employee and his family. Second, PT. Semeru Ratu Jaya has conducted additional efforts to improve the welfare of employees at PT. Semeru Ratu Jaya. These efforts include providing facilities to employees in the form of health insurance and employment insurance (BPJS Kesehatan and BPJS Employment), giving wages that are appropriate to the UMR, giving THR and giving days off (annual leave, weekly holidays, childbirth, etc).

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