



Implementation of Corporate Legal Liability for Work Accidents in the Perspective of Occupational Safety and Health (K3): A Case Study on PT Hari Sawit Jaya Negeri Lama

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Abstract

Work accidents are one of the important issues in industrial relations because they are directly related to the fulfillment of workers' rights to occupational safety and health protection (K3). In the oil palm plantation sector, which has a high level of occupational risk, companies have a legal obligation to create a safe working environment and be responsible for workers in the event of a work accident. The problems in this study focus on the implementation of the company's legal obligations in the implementation of K3 and the form of legal liability of PT Hari Sawit Jaya Negeri Lama for work accidents that occur in the company's environment. This study aims to analyze the implementation of company obligations based on the provisions of Law Number 13 of 2003 concerning Manpower and Law Number 1 of 1970 concerning Occupational Safety and to find out the form of legal protection provided to workers who are victims of work accidents. The research method used is empirical legal research with a statutory approach and a case approach. The research data was obtained through field research in the form of interviews with workers and former workers of PT Hari Sawit Jaya Negeri Lama, then analyzed qualitatively by connecting field facts and applicable legal provisions. The results of the study show that PT Hari Sawit Jaya Negeri Lama has carried out its legal responsibilities through the provision of occupational safety facilities, K3 training, the implementation of safety procedures, and the provision of protection through BPJS Ketenagakerjaan. However, the company's responsibility is not only limited to providing guarantees after an accident occurs, but also includes efforts to prevent and improve the work safety system on an ongoing basis. In conclusion, PT Hari Sawit Jaya Negeri Lama has fulfilled most of its legal obligations in worker protection, although optimizing the implementation of K3 is still needed to minimize the risk of work accidents.

I. INTRODUCTION

The development of the industrial and plantation sectors in Indonesia has made a major contribution to national economic growth and created jobs for the community. However, behind these developments, there are legal consequences that must be considered, especially related to the protection of worker safety and health. The employment relationship between the company and workers is basically not only oriented towards the aspects of productivity and economic profit, but also contains a legal obligation for the company to ensure the fulfillment of the basic rights of workers, one of which is the right to obtain protection for safety and health while carrying out work. In this context, occupational safety and health (K3) is a legal instrument that has a preventive function to reduce the risk of

work accidents and provide protection if these risks really occur (Sugiyono & Pardede, 2021).

Work accidents are one of the serious problems in industrial relations because they can cause multidimensional losses, both for workers, workers' families, and the company itself. For workers, work accidents can cause physical suffering, psychological disorders, loss of ability to work, and even loss of livelihood. Meanwhile, for companies, work accidents can cause legal consequences in the form of the obligation to provide compensation, the fulfillment of workers' rights, and the possibility of legal liability if the accident is caused by the company's negligence in meeting occupational safety standards. Therefore, work accidents cannot be seen solely as a risk inherent in industrial activities, but must also be seen as a legal issue related to the extent to which

companies carry out their protection obligations to their workers (Situmeang et al., 2023).

The oil palm plantation sector is one of the business fields that has a relatively high risk of work accidents. The characteristics of work in the palm oil industry involve various activities that have the potential to cause hazards, such as the use of production machinery, the transportation of plantation products, the use of heavy equipment, work in an open environment with complex terrain conditions, and the direct interaction of workers with various risky work equipment. This condition requires companies to have an effective work safety system through the implementation of standard operating procedures, the provision of personal protective equipment, occupational safety training, supervision of worker activities, and a mechanism for handling work accidents in accordance with the provisions of the law (Astuti & Susilawati, 2023).

Normatively, the company's obligation to provide occupational safety protection has been regulated in various national legal instruments. Law Number 1 of 1970 concerning Occupational Safety emphasizes that every workplace is obliged to meet safety requirements to prevent and reduce the risk of work accidents. In addition, Law Number 13 of 2003 concerning Manpower also provides an obligation for companies to provide protection for workers through the implementation of occupational safety and health as part of the fulfillment of workers' rights. This provision shows that the company's responsibility for worker safety is not only a form of corporate social responsibility, but also a legal obligation that has consequences if not implemented (Syafi'i et al., 2024).

Although various regulations have given companies clear obligations, the reality in practice shows that work accidents are still frequent in various industrial sectors. This condition shows that there is a problem regarding the effectiveness of the implementation of occupational safety regulations in the company environment. In some cases, work accidents are not only caused by human factors or natural conditions of work, but can also be related to systemic factors, such as weak supervision, lack of optimal implementation of safety standards, lack of provision of occupational protection tools, or lack of optimal efforts by companies in identifying and controlling work risks. If these factors are proven to be the cause of the accident, then the company

may have legal liability for not carrying out protection obligations as determined by laws and regulations (Nst & Siregar, 2024).

The problem of corporate legal liability becomes increasingly complex because in practice there is often a difference between normative obligations that have been determined by law and real implementation in the work environment. Companies on the one hand have an obligation to achieve production targets and operational efficiency, but on the other hand they have an obligation to ensure that these production activities do not neglect the safety aspects of workers. The imbalance between the company's economic interests and the protection of workers can cause the position of workers to become vulnerable, especially when there is a work accident that causes losses to workers.

PT Hari Sawit Jaya Negeri Lama as a company engaged in oil palm plantations is a relevant object to be studied in this context. The existence of work accidents that occur within the company raises legal issues regarding the extent to which the company has carried out its obligations in implementing the occupational safety and health system. The issue is not only related to the cause of the accident, but also concerns the form of corporate responsibility after the accident occurs, including the fulfillment of the rights of the victim workers, the provision of compensation, the implementation of obligations based on labor regulations, and corrective steps to prevent the recurrence of work accidents.

The study of PT Hari Sawit Jaya Negeri Lama is important because it can provide an overview of the application of the principle of corporate legal responsibility in the oil palm plantation sector. This study not only looks at whether the company has provided protection after an accident, but also analyzes whether the work accident prevention mechanism implemented is in accordance with applicable legal obligations. Thus, this study seeks to see the relationship between legal norms regarding occupational safety and health and their implementation in industrial relations practices.

Based on this description, this study raises the issue of how to implement the company's legal obligations in the implementation of occupational safety and health (K3) based on Law Number 13 of 2003 concerning Manpower and Law Number 1 of 1970 concerning Occupational Safety, as well as how the form of legal liability of PT Hari Sawit Jaya Negeri Lama for work accidents that occur in

the company's environment. This research is expected to make an academic contribution to the development of labor law studies, especially regarding the company's responsibility in providing legal protection to workers, as well as providing recommendations for improving the implementation of occupational safety and health systems in the oil palm plantation sector.

II. RESEARCH METHODS

This research uses the empirical legal research method (empirical juridical), which is legal research that examines the application of legal norms in practice through direct research on conditions that occur in society or the work environment. This approach is used to analyze how the legal provisions regarding occupational safety and health (K3), in particular the company's legal obligations and liability for work accidents, are applied in practice at PT Hari Sawit Jaya Negeri Lama (Jonaedi & Ibrahim, 2018).

This study uses a statute approach, which is an approach carried out by examining various legal regulations related to the object of research. The regulations that are the basis of the analysis in this study include Law Number 13 of 2003 concerning Manpower and Law Number 1 of 1970 concerning Occupational Safety, as well as various other provisions related to the protection of occupational safety and health as well as the company's responsibility for workers who have a work accident (Tiyas et al., 2025).

In addition to the legislative approach, this study also uses a case approach through a study of work accidents that occurred within PT Hari Sawit Jaya Negeri Lama. This approach aims to determine the compatibility between the company's legal obligations as stipulated in laws and regulations and the implementation of the company's responsibilities in practice.

The research data was obtained through field research by conducting direct interviews with parties who are related to the research problem, namely employees, active workers, and former employees of PT Hari Sawit Jaya Negeri Lama who know the conditions for implementing occupational safety and health as well as the mechanism for handling work accidents in the company environment. The data from the interview results are then classified, analyzed, and associated with applicable legal provisions to obtain an overview of the form of legal obligations and responsibilities of the company.

The data analysis in this study was carried out qualitatively, namely by describing the data from field research and then connecting it with legal theories and relevant laws and regulations. Through this method, this study aims to obtain conclusions regarding the implementation of the company's obligations in the implementation of occupational safety and health (K3) as well as the form of legal liability of PT Hari Sawit Jaya Negeri Lama for work accidents that occur within the company.

III. RESULTS AND DISCUSSION

A. Implementation of PT Hari Sawit Jaya Negeri Lama's Legal Obligations in Providing Occupational Safety and Health Protection for Workers

Corporate legal liability in the context of a work accident basically does not only arise after an accident occurs, but has been inherent since the company carries out business activities that have a potential risk to worker safety. From an employment law perspective, companies have an obligation to create a safe, healthy work environment, and provide protection for workers as parties who have a more vulnerable position in industrial relations. Therefore, the implementation of occupational safety and health (K3) cannot be seen only as an internal policy of the company, but rather as a legal obligation that must be carried out by every company (Hasibuan & Harahap, 2022).

This obligation has been normatively affirmed in Law Number 1 of 1970 concerning Occupational Safety which regulates that every company or employer has an obligation to ensure the safety of the workforce and prevent work accidents in the work environment. In addition, Law Number 13 of 2003 concerning Manpower also places occupational safety and health as part of the rights of workers that must be fulfilled by companies. Thus, the company is not only responsible for the economic aspect through the payment of wages, but also has an obligation to protect against occupational risks that can threaten the safety of workers (Sholikin, 2020).

Based on the results of field research through interviews with PT Hari Sawit Jaya Negeri Lama workers, it is known that the company has made several forms of occupational safety protection efforts, both in the form of accident prevention and handling if a work accident occurs. One of the workers with the initials "Mimas" explained that while working at the company, the company has

provided work safety facilities and training on the prevention of work accidents. In addition, in the event of a work accident, the company provides protection through BPJS Ketenagakerjaan membership and assists in the process of claiming guarantees that are the right of workers.

The statement shows that the company has carried out a form of preventive responsibility, which is the responsibility carried out before the occurrence of a work accident through work risk control efforts. The provision of occupational safety facilities and training to workers is part of the company's obligation to build an occupational safety management system. In the context of employment law, the action shows that the company is not only waiting for an accident to occur, but taking preventive measures to reduce the possibility of occupational risks (Hasibuan & Harahap, 2022).

However, the company's responsibility for worker safety does not stop at the preventive aspect. If a work accident still occurs, the company has an obligation to provide further protection to workers who have an accident. Based on the results of interviews with former workers of PT Hari Sawit Jaya Negeri Lama with the initials "Sukino", it is known that during his tenure the company has also provided work safety facilities, training related to accident prevention, and guarantees in the form of BPJS Employment in the event of a work accident. However, there is limited information on other insurance mechanisms outside of the employment social security program (August, 2019).

From the results of the two interviews, it can be seen that there is consistency regarding the implementation of the company's obligations in providing occupational safety facilities and protection guarantees for workers. This shows that PT Hari Sawit Jaya Negeri Lama has tried to carry out its legal obligations in the field of occupational safety and health. The provision of BPJS Employment to workers is a form of fulfilling the company's responsibility in providing social protection when workers experience work risks, including work accidents.

However, in conducting a legal analysis, the existence of K3 facilities and BPJS Ketenagakerjaan membership cannot automatically show that all of the company's legal responsibilities have been fulfilled. Company accountability must be seen more broadly, which includes how the company identifies work risks, supervision of worker compliance in using safety

equipment, provides personal protective equipment (PPE), conducts regular training, and evaluates the causes of work accidents. This is because the main goal of the K3 system is not only to provide compensation after workers have an accident, but to create a work system that is able to prevent the occurrence of these accidents (Suwandi & Wardana, 2022).

From the perspective of legal liability, the actions of PT Hari Sawit Jaya Negeri Lama can be categorized as a form of fulfilling the company's administrative and social responsibilities towards workers. Administrative responsibility can be seen from the fulfillment of the company's obligations to follow the provisions of laws and regulations regarding occupational safety and labor social security, while social responsibility can be seen from the company's efforts to provide protection and assistance to workers if they experience work risks.

Thus, based on the results of field research and analysis of applicable legal provisions, it can be seen that PT Hari Sawit Jaya Negeri Lama has carried out most of its legal obligations in providing occupational safety and health protection to workers. This form of responsibility is realized through the provision of occupational safety facilities, the provision of accident prevention training, and protection through BPJS Ketenagakerjaan. However, the effectiveness of corporate liability must still be seen not only from the aspect of fulfilling rights after an accident occurs, but also from the company's consistency in implementing a sustainable work accident prevention system in accordance with the principles of occupational safety and health.

B. Company's Legal Obligations in Fulfilling Occupational Safety and Health Standards Based on Labor Regulations

Occupational safety and health (K3) is one of the fundamental aspects of industrial relations because it is directly related to the protection of workers' basic rights. From the perspective of employment law, workers not only have the obligation to carry out work in accordance with the company's orders, but also have the right to obtain protection against the risks arising from the work. Therefore, the implementation of K3 is not only a form of internal company policy, but also a legal obligation that must be fulfilled by the employer as a consequence of the existence of an employment relationship (Harahap et al., 2024).

The company's obligation to ensure the safety and health of workers is clearly regulated in Law Number 13 of 2003 concerning Manpower. Article 86 paragraph (1) states that every worker or laborer has the right to obtain protection for occupational safety and health, morals and decency, as well as treatment in accordance with human dignity and dignity. The provision shows that the protection of workers is part of the constitutional rights and basic rights in employment relations that must be respected by the company.

Furthermore, Article 86 paragraph (2) of Law Number 13 of 2003 emphasizes that to protect the safety of workers in order to realize optimal work productivity, occupational safety and health efforts are held. This provision means that the implementation of K3 has two main functions, namely the function of protecting workers and the function of increasing company productivity. Thus, companies cannot make the aspect of occupational safety an additional burden, because the success of the implementation of K3 is actually part of the sustainability of business activities (Situmeang et al., 2023).

Based on these provisions, the company's obligations in the implementation of K3 can be understood in two forms of responsibility, namely preventive responsibility and repressive responsibility. Preventive responsibility is related to the company's obligation to prevent the possibility of work accidents through the provision of personal protective equipment (PPE), occupational safety training, work environment supervision, and the implementation of standard operating procedures (SOPs). Meanwhile, repressive liability is related to the company's obligation to provide protection and fulfillment of workers' rights if a work accident has occurred.

In addition to Law Number 13 of 2003 concerning Manpower, regulations regarding occupational safety are also contained in Law Number 1 of 1970 concerning Occupational Safety. The law provides a legal basis that every work activity must be carried out by paying attention to safety aspects to prevent accidents and diseases due to work. In the context of oil palm plantation companies such as PT Hari Sawit Jaya Negeri Lama, this provision has strong relevance because work activities in the plantation sector have various potential hazards, both from the use of work tools, environmental conditions, and production processes.

Article 11 of Law Number 1 of 1970 concerning Occupational Safety stipulates that company administrators have the obligation to report every accident that occurs in the workplace to officials appointed by the Minister of Manpower. This provision shows that the company not only has an obligation to prevent work accidents, but also has an administrative obligation after an accident occurs. Reporting work accidents has an important function because it is the basis for evaluation to find out the cause of the accident and determine preventive measures so that similar incidents do not occur again.

In addition to the company's obligations, Law Number 1 of 1970 also regulates the rights and obligations of workers in supporting the implementation of K3. Article 12 provides an obligation to workers to provide correct information to occupational safety supervisors, use required personal protective equipment, and comply with all applicable occupational safety and health requirements. These provisions show that the implementation of K3 is a shared responsibility between companies and workers. However, the main responsibility remains with the company because the company has the authority to provide work systems, facilities, and occupational safety policies (Ratry, 2021).

In relation to PT Hari Sawit Jaya Negeri Lama, this provision is the legal basis for assessing the extent to which the company has carried out its obligations to workers. Based on the results of interviews with workers and former employees of the company, it is known that PT Hari Sawit Jaya Negeri Lama has provided work safety facilities, accident prevention training, and protection through BPJS Ketenagakerjaan. The implementation shows the company's efforts to fulfill legal obligations as mandated in laws and regulations.

However, the fulfillment of K3 obligations cannot only be measured by the existence of occupational safety facilities or labor social security participation. Companies must also ensure that the safety system runs effectively through continuous supervision, occupational risk evaluation, and compliance with safety procedures by all parties. This is important because the main purpose of occupational safety law is not only to provide protection after an accident occurs, but to prevent workers from incurring losses due to an unsafe work environment.

Thus, it can be understood that PT Hari Sawit Jaya Negeri Lama's legal obligations in the implementation of occupational safety and health are not only derived from administrative obligations, but are a form of the company's legal responsibility as an employer. Law Number 13 of 2003 concerning Manpower and Law Number 1 of 1970 concerning Occupational Safety provide a legal framework that places worker safety as a priority in industrial relations. Therefore, the implementation of K3 at PT Hari Sawit Jaya Negeri Lama must be seen as a form of fulfilling legal obligations as well as an indicator of protection of workers' rights in the work environment.

C. Forms of Fulfillment of Workers' Rights as a Consequence of Company Legal Liability for Work Accidents

The occurrence of work accidents in industrial relations not only raises problems regarding the cause of the accident, but also causes legal consequences for companies as parties that have an obligation to provide protection to workers. From the perspective of labor law, the company's responsibility does not stop at prevention efforts through the implementation of occupational safety and health (K3), but also includes the obligation to fulfill workers' rights if the occupational risk actually occurs (Sarwan et al., 2022).

Work accidents put workers in conditions that require legal protection, especially when workers are injured, lose their ability to work temporarily or permanently, or suffer economic losses due to being unable to carry out their jobs. Therefore, the labor law system provides an obligation to companies to ensure that workers obtain protection through labor social security mechanisms, health services, and the fulfillment of other rights in accordance with applicable provisions (Situmeang et al., 2023).

In the context of PT Hari Sawit Jaya Negeri Lama, the form of corporate responsibility for workers who have a work accident can be seen from the provision of protection through BPJS Employment membership. Based on the results of interviews with company workers, it is known that the company has provided labor social security facilities and assisted in the process of submitting claims in the event of a work accident. This shows that the company has carried out a form of legal obligation in providing protection to workers who experience risks due to work.

However, the company's liability in work accidents is not only limited to the aspect of compensation payments or the management of social security claims. Legally, companies still have a responsibility to ensure that workers get proper recovery and do not lose their rights due to accidents that occur in the employment relationship. Thus, the existence of BPJS Ketenagakerjaan is a form of protection, but not the only indicator of the fulfillment of all legal responsibilities of the company.

In industrial relations, the concept of corporate liability for work accidents can be understood as a form of legal obligation arising from the employment relationship between the company and workers. The company has an obligation to provide a safe work environment, while if the obligation is not carried out optimally and causes a work accident, then the company can be held liable according to the level of negligence and legal consequences caused.

Based on the results of field research, PT Hari Sawit Jaya Negeri Lama has shown that there is an implementation of responsibilities to workers through the provision of work safety facilities, the implementation of K3 training, and the provision of social security protection through BPJS Ketenagakerjaan. This shows that the company has made efforts to fulfill its obligations as an employer. Nonetheless, the company's responsibilities must be comprehensively understood, not only at the time of the accident, but also through an ongoing commitment to creating a safe working environment and minimizing the risk of work accidents.

Thus, the form of legal liability of PT Hari Sawit Jaya Negeri Lama for work accidents can be categorized as a worker protection responsibility which includes aspects of prevention, handling, and fulfillment of workers' rights after an accident occurs. The implementation of these responsibilities is an indicator that the company not only carries out its obligations based on laws and regulations, but also fulfills the principle of legal protection for workers as part of industrial relations.

IV. CONCLUSIONS AND SUGGESTIONS

A. Conclusion

Based on the results of the research on the implementation of the company's legal liability for work accidents at PT Hari Sawit Jaya Negeri Lama, it can be concluded that the company has carried out its legal obligations in providing occupational

safety and health (K3) protection to workers. This form of responsibility is realized through the provision of occupational safety facilities, the provision of training in the prevention of work accidents, the implementation of safety procedures, and the provision of protection through BPJS Employment for workers who experience work risks. The implementation is in line with the provisions of Law Number 13 of 2003 concerning Manpower and Law Number 1 of 1970 concerning Occupational Safety which requires companies to ensure the safety of workers.

However, the company's liability for work accidents is not only limited to providing guarantees after the accident occurs, but also includes the obligation to carry out prevention through supervision, risk evaluation, and continuous improvement of the K3 system. Based on the results of the research, PT Hari Sawit Jaya Negeri Lama has shown efforts to fulfill legal responsibilities to workers, but the effectiveness of the implementation of K3 must continue to be improved so that the risk of work accidents can be minimized and the protection of workers' rights can be carried out optimally.

B. Suggestions

PT Hari Sawit Jaya Negeri Lama is expected to continue to improve the implementation of the occupational safety and health system through consistent supervision, work risk evaluation, and regular K3 training. In addition, workers also need to increase compliance with occupational safety procedures in order to create a safe and responsible work environment.

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