

The role of LKS Bipartite to improve company performance

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Abstract

The problem of employment in Indonesia is very complex, in addition to the laws and regulations on employment that are still overlapping, Indonesia is also the first Asian country to ratify all eight fundamental conventions, including freedom of association and the right to collective bargaining, freedom of association and protection of the right to organize; elimination of forced labor, elimination of discrimination; minimum age, elimination of child labor. Although in reality, many companies have not been able to eliminate these things because of the environment or other things. Facing the problem of human resources or workers, it is necessary to consider how productivity can be achieved by workers. The design of this study is Literature Review, Literature review studies are used to collect data or a synthesis of sources related to the research topic from various sources, including journals, books, documentation, the internet and libraries. The literature study method is a series of activities related to the method of collecting library data, reading and recording, and managing writing materials. The method of searching for articles in research journal databases and searching via the internet. The database search used was Google Scholar from 2019 to 2024. For article searches, the keywords used were also included in the data collection, namely "Bipartite LKS to improve performance". The process of institutionalizing Bipartite LKS as an instrument for preventing industrial relations disputes in the workplace is important and occupies a strategic position. This is based on the natural conditions that trigger the emergence of industrial relations disputes, namely the failure to reach a compromise on certain interests of the parties in the production process in the workplace. Bipartite LKS is effective as a medium for bringing together conflicting interests to be compromised, there is a dialogue process that is oriented towards reaching an agreement on the disputed issues. The obstacles faced in institutionalizing Bipartite LKS as an instrument for preventing industrial relations disputes in the workplace include the lack of support from the Employer to form Bipartite LKS in the Workplace, resistance from Trade Union Organizations/Labor Unions at the Company Level, Bipartite LKS not being a formal institution for Resolving Industrial Relations Disputes, and difficulties in Recruiting Bipartite LKS Management for Workers.

Keywords: LKS Bipartite, company performance

Introduction

The employment problem in Indonesia is very complex, in addition to the overlapping labor laws and regulations, Indonesia is also the first Asian country to ratify all eight fundamental conventions, including freedom of association and the right to collective bargaining, freedom of association and protection of the right to organize; elimination of forced labor, elimination of discrimination; minimum age, elimination of child labor. Although in reality, many companies have not been able to eliminate these things because of the environment or other things. Facing the problem of human resources or workers, it is necessary to pay attention to how productivity can be achieved by workers. Clear job descriptions and authorities make workers professional, and this professionalism makes it easier for management to communicate with their workers in a bipartite cooperation institution called Labor Management Cooperation (LMC) by the international labor organization in the Jakarta office, Juan Palafox wrote for training held by the ILO-Jakarta (2004), worker-management cooperation is a nature of the relationship where workers and management work hand in hand to achieve certain goals using mutually acceptable methods. It is also the result of a continuous process of increasing mutual trust and respect through information sharing, discussion, consultation and negotiation, and also as a form of worker participation in the decision-making process on issues not covered in collective bargaining.

The basic principle of bipartite LKS or LMC is Communication and Participation for both parties, always holding dialogue and always giving workers the opportunity to contribute ideas. It can be seen that the problem of industrial relations in Indonesia is still very vulnerable because of the inconsistent implementation of the rules that have actually been agreed upon by the three tripartite devices (employers-unions-government), but the implementation in the field has not been implemented because of the interests of each that are mutually defending. The current condition of industrial relations can be used as an indication of the quality of industrial relations facilities in Indonesia that have been formed so far.

Several studies and observations in the field have found that not all industrial relations facilities that have been formed are functioning and able to encourage the implementation of industrial relations. The relatively low quality of human resources of industrial relations actors and the failure to implement industrial relations partnerships purely and consistently are factors causing the non-functioning of industrial relations facilities.

The success of Industrial Relations is the ability of human resources to develop a conscious attitude and responsibility: common perception, interpretation and commitment to togetherness in planning, organizing, work targets, preventing and resolving problems early. While the key to successful industrial relations is that all parties understand and can implement the provisions of labor laws, intense and productive communication,

communication forums, social dialogue, technical production dialogue, welfare dialogue. All of this can be done, among others, through activities such as creating small groups such as productivity improvement clusters, or indirect participation through consultative bodies with management and workers, and other activities involving management and workers.

Conflict in industrial relations is better known as differences of opinion. In general, differences of opinion that lead to conflict revolve around the rights and interests between the two parties, most of the conflicts come from employees, but that does not mean that the cause of the conflict is the employee, because in general it occurs as a result of causes that originate from the employer. Entrepreneurs as company owners are always involved in matters of their interests. And conflicts generally occur related to how to fulfill these interests. Conflict will also have a direct impact on productivity, because the production actors who should be carrying out their duties are involved in the conflict. Not to mention if the impact of the conflict greatly disrupts the production process, the decline in work productivity will be even sharper.

Sources of conflict are likely to occur due to differences of interest because the actors have unusual characteristics that cause a tendency to cause conflict, the influence of an unfavorable environment can also cause conflict, perhaps originating from the employer or perhaps also from employees. To avoid conflict, negotiation techniques include listening, empathy for the demands of the opposing party without having to agree to their demands, influencing and persuading, as a good communicator. To achieve a decision that is acceptable to both parties, techniques need to be learned, which can later help achieve successful negotiations. Then, effective negotiations are also explained, namely persuasive actions (persuasion) to achieve the desired goal and constructive compromise. Negotiations also require strength. Before starting negotiations, an assessment of the relative strengths of each party is needed. What is meant is the ability to strive for the acceptance of a chosen position. If the results of the negotiations can last a long time, this is a stable result. Although stability is not the only characteristic of successful negotiations, it is an important characteristic and can help create a conducive atmosphere. Conflict will have a direct impact on productivity, because the production actors who should be carrying out their duties are involved in the conflict.

Method

The design of this research is Literature Review, Literature review study is used to collect data or a synthesis of sources related to the research topic from various sources, including journals, books, documentation, the internet and libraries. The literature study method is a series of activities related to the method of collecting library data, reading and recording, and managing writing materials. The method of searching for articles in research journal databases and searching via the internet. The database search used is Google Scholar from

2019 to 2024. For the search for articles, the keywords used are also included in the data collection, namely "LKS Bipartite to improve performance"

Discussion

The Role and Benefits of Bipartite LKS in Improving Conducive Industrial Relations in Companies. The Bipartite Cooperation Institution (LKS) is a communication and consultation forum between workers and employers in a company. The existence of the Bipartite LKS is very important in creating harmonious, productive, and sustainable industrial relations. With good communication between the two parties, conflicts can be minimized, employee welfare can be increased, and company productivity can be optimized. The Role of Bipartite LKS in Improving Conducive Industrial Relations with a global scope Bipartite LKS functions as a communication forum that can be used to resolve employment relationship problems before they develop into larger conflicts. With this discussion forum, various differences of opinion can be discussed and resolved through deliberation, thus preventing disputes between workers and employers. Through the Bipartite LKS, workers and employers have space for open dialogue regarding employment policies, welfare, and company regulations. Good communication will create a deeper understanding between the two parties, thus creating a harmonious and productive working relationship. With effective communication, workers can convey their aspirations and needs, which can then be considered by management in decision making. When worker welfare increases, work productivity will also be more optimal, which ultimately has a positive impact on the stability and development of the company.

The existence of LKS Bipartite ensures that the rights and obligations between workers and employers can be fulfilled fairly and equally. With the principle of justice in employment relations, a conducive work environment is created, where workers feel appreciated and employers can run business operations more effectively and efficiently. One of its main roles is as a forum for communication and consultation between employers and workers, which allows for open dialogue regarding various aspects of employment relations. This helps create a better understanding between the two parties, so that company policies can be implemented more fairly and transparently. In addition, LKS Bipartite also functions as a mechanism for preventing industrial relations disputes by detecting potential conflicts early on and resolving them through deliberation and negotiation, thereby reducing the possibility of strikes or tensions within the company. In addition to maintaining the stability of employment relations, LKS Bipartite also contributes to increasing the productivity and competitiveness of companies. With harmonious industrial relations, companies can operate more stably without the disruption of labor disputes, which ultimately have a positive impact on worker welfare and business continuity. The role of LKS Bipartite also includes efforts to communicate company policies so that they remain in accordance with the interests of workers and do not only benefit one party. If this institution functions well, it will create a work atmosphere of mutual trust and conduciveness, which encourages innovation and increases work efficiency.

Conclusion

Based on the discussion conducted on the two main issues raised in the study, the following conclusions can be drawn: industrial in the workplace is important and occupies a strategic position. This is based on natural conditions that trigger the emergence of industrial relations disputes, namely the failure to reach a compromise on certain interests of the parties in the production process in the workplace. The Bipartite LKS is effective as a medium to bring together these conflicting interests to be compromised, there is a dialogue process that is oriented towards reaching an agreement on the disputed issues. Industrial relations disputes in the workplace include the lack of support from the Employer to form a Bipartite LKS in the Workplace, resistance from the Trade Union Organization/Labor Union at the Company Level, the Bipartite LKS does not become a formal institution for Resolving Industrial Relations Disputes, and difficulties

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