

Pattern of Industrial Relations After The Enactment of The Omnibus Law During The Covid-19 Pandemic

ABSTRACT

The Covid-19 pandemic since 2020 until now has had a tremendous impact on the socio-economic life in Indonesia. Many companies have terminated their employees on the pretext of decreased production of companies affected by the Covid-19 pandemic. On the one hand, the Indonesian government in October 2020 enacted the Omnibuslaw Law which is still controversial. The purpose of this study is to explain the industrial pattern in handling employment after the enactment of the Omnibuslaw Law during the Covid-19 pandemic. This qualitative research uses eight informants as study subjects. The determination of twelve informants was carried out using purposive sampling technique. Data was collected through in-depth interviews related to the topic. The results of the study explain that before the enactment of the Omnibus law during the pandemic, conditions focused on the problem of "rights disputes" including the payroll system, deductions and employee SP3 which were considered unfair. Meanwhile, after the enactment of the Omnibus Law, the problems referred more to "interest disputes between companies and workers to defend their respective interests.

Keywords: Industrial Relations, Omnibus Law, Tripartite, Bipartite, Covid-19

1. INTRODUCTION

Employment entered a crisis period in the first quarter of 2020 with the entry of Corona Virus Disease 2019 (COVID-19) into Indonesia (ILO, 2020). During the pandemic, many business activities were affected and then affected the workforce so that they experienced termination of employment (PHK) or were temporarily laid off without salary. The Covid-19 pandemic that occurred in Indonesia had an impact on all lines of life and prompted the government to issue various policies to overcome the spread of the virus (Robbi, 2022).

Various countries practice the Covid-19 Protocol in accordance with the direction of the World Health Organization (WHO). Even the Government of Indonesia made a government policy related to the implementation of Large-Scale Social Restrictions (PSBB) which triggered many offices, both government and private, to start running a working from home (WFH) scheme (Mungkasa, 2020).

Table 1. Employee attrition ratio

| No | Name of Company | Total |
|----|----------------------------|-------|
| 1 | Tanobelfood Group | 1000 |
| 2 | PT. Putra Mandiri Intipack | 440 |
| 3 | PT. Hair Star Indonesia | 329 |

Source : <https://jatim.inews.id>, 2020

As one of Indonesia's barometer provinces, East Java is also facing a labor crisis. According to the Jawa Pos Daily, January 2, 2021 that until December 2020, 6,924 workers spread across 231 companies were laid off, and 34,108 workers were laid off. The news also explained that most of the laid-off workers worked in hotels and restaurants.

Those laid off mostly worked in manufacturing, such as wood processing, and trade. Sidoarjo, as one of the industrial centers of East Java, can illustrate how this pandemic has created a real employment crisis. Radar Sidoarjo, Tuesday, January 19, 2021 reported that the number of applications for workers who have been laid off or laid off in Sidoarjo is increasing. Until Wednesday (20/1), the Manpower Office (Disnaker) received 10,132 data on employees who were laid off. The number is predicted to increase every day. In fact, the Labor Office office every day becomes a place for mediation and consultation between workers and companies.

Table 1. is data on large companies in Sidoarjo Regency that have significantly downsized the number of employees. According to MarDev HR Consulting Group as a Corporate Industrial Relations Consultant in Sidoarjo Regency, the condition of the reduction of Tanobelfood Group employees, PT Putra Mandiri Intipack, PT Hair Star Indonesia is inversely proportional to a number of companies that continue to exist or do not falter during the pandemic until now, including PT Indoceria, PT Leef Essence Flora, and PT Integra.

In the midst of this urgency, in the face of Covid-19 and economic recovery, the government passed the Omnibus Law. Omnibus law is a Law (UU) that regulates various parts as a whole and takes over previously existing regulations to be refined back into a legal container (Muqstith, 2021). However, the ratification of the Omnibus Law triggered pros and cons. The rejection of the Omnibus Law, which was passed during the pandemic, is feared to be the basis for a number of companies to resolve labor problems due to COVID-19, especially in terms of providing severance pay for employees who are terminated, determining MSEs and UMSK, and efforts to resolve conflicts that are being mediated by the Government through the Manpower Office (Citra et al., 2021).

The passing of the Omnibus Law during the COVID-19 Pandemic does not necessarily cause all companies to experience similar labor problems (Kaffah & Winanti, 2021). Companies that have experienced problems are companies that have terminated employment (PHK) during this pandemic. Meanwhile, companies that continue to maintain working relationships with their employees do not have potential industrial relations problems so that the company can get through this crisis.

Law 13/2003, Manpower Article 1 Point 16, effectively explains that Industrial Relations is a system of relationships that has the form of actors in the series of production of goods and/or services that are guided by the Pancasila and the 1945 Constitution of the Republic of Indonesia (Kemenperin, 2003). Industrial relations are coordination and communication between company management with Bipartite and Tripartite relationship patterns (Salsabila et al., 2022). According to Law Number 2 Year 2004, industrial relations

disputes result in disputes covering rights, interests, and termination of employment. As mandated in the law, case resolution is attempted through a bipartite pattern (Marbun, 2021). Industrial Relations in case settlement must first carry out musyawarah (Aprilianto, Dio & Wijayanti, 2021). The settlement of industrial relations cases that occur will be given the right to freedom to choose litigation or non-litigation channels (Supono, 2014). Industrial Relations is part of the relationship between organizations and their members. The official relationship between management groups and groups of workers in an organization can also be referred to as "industrial relations". This general term defines industrial relations as similar to employment relations. Meanwhile, in its daily implementation, employment relations encompass all lines of organizations while industrial relations focus more on commercial organizations. (Siagian, 2016: 328

Bipartite is a negotiation between workers/laborers or trade unions/labor unions and employers to resolve industrial relations disputes. Meanwhile, Tripartite negotiation is the settlement of industrial relations disputes through a third party (Presiden Republik Indonesia, 2004).

Prior to the enactment of the Omnibus Law during the pandemic, conditions focused on the problem of "rights disputes". Meanwhile, after the enactment of the Omnibus Law, the problem refers more to "disputes of interest". Based on the problems encountered by the author, the purpose of this study is to analyze and explain the pattern of industrial relations in companies in Sidoarjo Regency in handling employment after the enactment of the Omnibus law during the Covid-19 pandemic. The basic concepts used in this research are Industrial Relations According to Siagian, S. P, Patterns of Bipartite and Tripartite Relations According to Law of the Republic of Indonesia Number 2 of 2004 concerning Settlement of Industrial Relations Disputes.

2. MATERIAL AND METHODS

This research is located at PT Tanobelfood, PT Putra Mandiri Intipack, PT Leef Essence Flora, and PT Indoceria. This location was chosen based on the consideration that the four companies above during the pandemic made many employee reductions. This qualitative research uses purposive sampling technique. The informants of this research consisted of 12 people. These informants include the Head of HR – IR Consultant Delta Group, HRGA Manager PT. Tanobelfood , HR Manager PT. Putra Mandiri Intipack, HR Manager PT. Indoceria, HR Manager PT. Leef Essence Flora, four Trade Union Representatives from four companies, four Representatives of laid-off workers, two Representatives from the Manpower Office who conducted the mediation.

The type of data comes from primary and secondary data and uses observation, in-depth interviews, documentation as data collection techniques. Researchers conducted interviews according to the time table and interview guidelines. The interview guidelines were prepared on the basis of questions that would be asked to key informants and informants.

The data analysis model that researchers use is interactive Miles, Huberman, and Saldana (2014: 12-14). According to Miles, Huberman, and Saldana:

1. Data condensation
Data condensation is a series of filtering, focusing, streamlining, abstracting and transforming data in research as field notes.
2. Data Presentation
Data presentation is an organization, unification, and summarized information. Presentation of data focuses on making it easier for researchers to conduct in-depth data analysis.
3. Conclusion Drawing

In research, drawing conclusions is the process of summarizing data in harmony with the formulation of problems that researchers study until the final stage and thoroughly discussing the data that has been obtained.

3. RESULTS AND DISCUSSION

Implementation of the Omnibus Law during the COVID-19 Pandemic.

The government has actually initiated the Omnibus Law since December 17, 2019, and even has the aim of overcoming labor-related problems (Indonesiabaik, 2019). The Omnibus Law, which was finally passed on October 5, 2020, coinciding with the pandemic, certainly brings its own dynamics for companies. (Detiknews, 2020) The dynamics in question are how HR as a department is able to minimize the gap between employers and employees after the birth of the new regulation. According to Maria Devi R as (Human Resources) HR - Industrial Relations (IR) Consultant Delta, the important point of the Omnibus Law is the regulation of cooperation agreements between employers and workers.

From the perspective of Human Resources (HR), Maria said that when looking at the Omnibus law, what is intended for management is related to the Fixed-Term Employment Agreement (PKWT). The Fixed-Term Employment Agreement (PKWT) before the Omnibus law focused on the 212 contract, with a contract for two years followed by one year, a short break for one month and then can be contracted again for a maximum of two years. Evidently in the implementation of the Omnibus law there is a difference, now it is allowed without a break and companies can contract employees for any length of time.

Therefore, the meaning of the Fixed-Term Employment Agreement (PKWT) before the Omnibus law was that it was contracted for two years, continued for one year, paused for one month, PKWT in the perspective of the Omnibus law says that it is allowed to contract work for any length of time and without a break. This means that the worker is the party who loses because of the uncertainty of the working period. Then it is more profitable for the company so that it can employ workers for any length of time depending on the needs of the company.

The above shows the difference between Labor Law No.13 of 2003 and the current Omnibus Law. With the enactment of the Omnibus Law, the norm provisions related to non-permanent contracts that refer to Article 81 of the Job Creation Law are abolished. This means that it removes the opportunity for the community to obtain an Indefinite Employment Agreement / Permanent Worker. Furthermore, the Job Creation Law has norm provisions that cause harm to constitutional rights.

Workers are to be paid and treated appropriately in their employment relationship. The norm, consisting of cutting the rest time in the week, the policy of giving wages to save labor rights is partially erased, then the sanctions for employers who do not pay wages are removed. (Arfana, n.d.) The presence of this, then triggered a stir with allegations related to the loss of workers from the aspect of work compensation, especially overtime pay. In the results of the following literature study, the differences between the overtime rules in Law 13/2003 and the current Omnibus law are as follows:

Table 2: Implementation of the Labor Law

| Aspect | Employment Law | Job Creation Law |
|-----------------------------------|----------------|------------------|
| Maximum overtime in 1 working day | 3 hours | 4 jam |

Hourly wage for 1/173 x wages
overtime 1/126 x wages

Source : processed by the author

From the table above, Maria concluded that workers and trade unions generally focus on the rules of overtime hours. So that it is felt that it can burden workers with the additional workload. However, on the contrary, the Omnibus Law actually brings benefits to workers. The following is the result of her interview.

"As an IR consultant, I see that the Omnibus Law also favors workers. For example, the hourly wage rule has changed from 1/173 to 1/126. If in the previous Labor Law, with the MSE, for example, $4,250,000/173 = 24,566$, now it is $4,250,000/126 = 33,730$. more, right?" Maria said.

In the interview, there are new rules related to the hourly wage system that has increased. So it can be understood that the Omnibus Law must be explored carefully and cannot be interpreted piecemeal so as not to cause demonstrations in the future.

"Since the government passed the law, in the 4 companies that I now hold, the intensity of upper management level meetings has become more frequent. Previously, we used to have weekly meetings, but now we have 3-4 meetings a week. This is because the company does not want to have policies that create demonstrations by workers/unions, so it is necessary to build organizational communication and good industrial relations," (source: interview with Maria, Industrial Relations of the Fourth PT (object of research), April 7, 2021, Office).

In closing her interview, Maria explained that there are meeting agendas to prepare an effective formula so that the company does not lose money on the new regulation. With this, it leads workers to focus more on working without protesting too much.

1. Pancasila Industrial Relations and Omnibus Law

Pancasila Industrial Relations is a system of relationships between parties involved in the production of goods and services based on the principles of Pancasila and the 1945 Constitution (Kususiyanah, 2021). The Pancasila industry has two principles, namely togetherness, mutual cooperation, and consensus deliberation. (Ahmad Hunaeni Zulkarnaen, 2019). Meanwhile, the Omnibus law leans on the principles of rights, ease of doing business, legal certainty, cooperation and independence.

Pancasila has noble values to implement effectively so as to have a positive impact on industrial relations. Pancasila industry is seen as neglected because of the failure to handle industrial relations cases optimally. The idea of Pancasila industrial relations is considered not to be fully attached to the formation of the Job Creation Law. The formation of the Job Creation Law is not in line with the thinking in the formation of Legislation, the Court expressed the opinion that the process of forming Law 11/2020 was not in line with the provisions of the 1945 Constitution, so the court said that the Omnibus law was formally defective (Anjarsari, 2021).

Facts in Sidoarjo Regency, HR Manager of PT Putra Mandiri Intipack said.

"Our IR is agile and proactive in lobbying with labor unions, being invited to coffee, etc. So that when the day comes at the Disnaker hearing, it is the IR who can turn the situation

around to explain well in front of the Disnaker. Although the trick doesn't always work, it works a lot." (source: interview with Maria, Fourth Industrial Relation of PT (object of research), April 7, 2021, Office)

HRs take a unique approach based on Pancasila, which includes togetherness and mutual cooperation. However, the omnibus law is now insufficient to implement the precepts of Pancasila. The omnibus law is present, triggering industrial relations cases regarding fixed-term employment agreements (PKWT), wages, layoffs during the pandemic, and so on.

2. Law Meeting and Formulation of Bipartite Agreement

Bipartite Cooperation Institution is a communication forum between employers and employees. Companies and unions hope that disputes over rights, interests, and layoffs can be resolved internally without involving third parties.

At PT Indoceria, it uses the traditional method with a notice board and makes meetings a formality of communication. Human Resources (HR) explained that 90 percent of the problems were resolved in stage 1 (one) meetings and 98 percent were resolved in follow-up meetings. At PT Leef Essence Flora, they prioritize deliberation to reach consensus so that they do not enter the tripartite forum. Resolving cases related to layoff and severance decisions up to the bipartite stage only. During the pandemic, PT Leef Essence Flora did not conduct layoffs during the Covid-19 pandemic.

While at PT Tanobelfood, using a personal approach that chooses a place outside the office to resolve employee cases. at PT Putra Mandiri Intipack, the bipartite formulation process runs simply in accordance with company regulations making bipartite meetings a means of consultation. Implementation of the Bipartite Relationship Pattern, can be concluded as follows 1) PT Indoceria Human Resources (HR) waits for direction from higher management, 2) PT. Leef Essence Flora Human Resources (HR) waits for direction from the Work Unit Leader (PUK), 3) PT Tabobelfood Human Resources (HR) takes a personal approach with employees because there is no labor union, 4) PT Putra Mandiri Intipack Human Resources (HR) authorizes IR consultants to carry out bipartite agreements.

3. Meeting and Formulation of Tripartite Agreement

The Tripartite Cooperation Institution is a communication forum between three parties including IR / HR representing the company, the Trade Union and the Manpower Office.

At PT Indoceria, all matters related to Tripartite meetings are entrusted to Human Resources (HR) who also doubles as IR. The key to being able to win during Tripartite meetings is to try to connect employee demands with applicable regulations. Human Resources (HR) awaits direction from higher management.

The same thing also happens at PT Leef Essence Flora where for Tripartite meetings they prioritize 3 things, namely problem analysis, effective communication, and prioritizing win win solutions. Human Resources (HR) waits for direction from the Work Unit Leader (PUK). At PT Tanobelfood, there is no union and problems never reach the Tripartite level. If there are problems or employees have objections, they are given time to appeal to the company owner. Human Resources (HR) takes a personal approach with employees because there is no labor union.

Whereas at PT Putra Mandiri Intipack, they have experience several times that the problem had to go to Tripartite and all of them won. According to the Human Resources (HR) of PT Putra Mandiri Intipack, Human Resources (HR) authorizes the IR consultant to

carry out the results of the bipartite agreement. Implementation of the Tripartite Relationship Pattern, can be concluded as follows 1) PT Indoceria Human Resources (HR) held a leadership meeting, 2) PT. Leef Essence Flora Human Resources (HR) HR held a leadership meeting, 3) PT Tabobelfood Human Resources (HR) There has never been a Tripartite mediation session, 4) PT Putra Mandiri Intipack Coordination between HR and IR.

A. Bipartite conditions in Sidoarjo before and after the enactment of the Omnibus Law

Sidoarjo is one of the industrial cities in East Java Province which has diverse internal conditions (Ginanjar, 2021). This diversity is seen from the perspective of the company's relationship with its employees and trade unions in forming cohesiveness. Cohesiveness between company management and labor unions determines company productivity. Company productivity is also supported by how many employees or workers.

Companies that have at least 50 employees are required to have a Bipartite Cooperation Organization (LKS). LKS Bipartit is a communication forum to resolve internal company problems. Through LKS Bipartit, trade unions representing workers convey their rights or criticize employers represented by the HR team in the industrial relations section, referred to as the IR team.

The IR team works to assist the company in resolving internal problems (Hamzirwan, 2009). One of the indicators of successful IR performance is the resolution of labor problems internally and not because of disputes at the Manpower Office. Therefore, IRs must have special skills to ensure that the company's interests are protected without harming workers' rights according to applicable regulations. The following is the result of the interview.

"During my 12 years as an IR consultant, hundreds of companies have become my clients. Companies usually use IR consultants if their HR department is unable to reduce the internal atmosphere. There are also companies that hire me for a certain period of time to design a communication system between management and labor unions." (source: interview with Maria, Fourth Industrial Relation of PT (object of research), April 7, 2021, Office)

In the narrative of the interview above, the main topic of Bipartite problems during this time or before the Omnibus Law focused on the payroll system, deductions, and employee unions which were considered unfair. This injustice led to employee protests in July-August 2020 due to the passing of the law during the pandemic. And resulted in a massive wave of layoffs and began to enter the "dispute of interest".

The case behind the dispute of interest is that there was a unilateral layoff and the company was unable to pay workers during the pandemic. Even though the workers received severance pay, they refused.

Maria's submission shows that before the enactment of the Omnibuslaw during the pandemic, the Bipartite LKS focused on the issue of "rights disputes". Meanwhile, after the enactment of the Omnibus Law, the problem refers more to "interest disputes". Interest disputes arise because companies believe that productivity has not decreased but the burden of employee salaries is getting higher, so rationalization is needed through employee reduction / layoffs. However, regarding layoffs even though they have received severance pay, this situation cannot be accepted by employees.

1. Participants' views regarding the Pattern of Bipartite Relations towards the Omnibus law during the COVID-19 pandemic

HR managers admitted that since the passage of the Omnibus Law during the pandemic, there has been a lot of uncertainty. Uncertainty in communicating with labor unions has become more frequent. Previously, informal and formal meetings through the LKS Bipartite forum were only held once a month or even none at all. But now, two to three LKS Bipartite meetings can be held after the enactment of the Omnibus Law.

This is because many workers have been laid off. Then the workers complained about their fate to the labor union. The workers did not fully understand the Omnibus Law and were afraid that they would not receive the appropriate compensation.

To reduce the emotion of labor unions is important and all problems must be resolved properly and wisely. After all, workers are now considered the capital (assets) of the company that must be prospered without jeopardizing the internal conditions of the company.

B. Conditions of Tripartite Companies in Sidoarjo Before and After the Establishment of the Omnibus Law

Tripartite is a relationship between three parties including employers represented by their HR/IR, workers represented by trade unions, and the government represented by the Manpower Office. These three parties when resolving problems are usually referred to as the Tripartite Cooperation Institution (LKS). When facing a problem, it will enter the Tripartite LKS, marking the failure of the Bipartite LKS.

In this Tripartite LKS between companies and workers will be mediated by the local Provincial / City Manpower Office. The Manpower Office during the mediation provides an opportunity for trade unions and company IR to express opinions on the disputed aspects. In general, we can see through various media exposure that the Manpower Office often handles the problem of trade unions who do not accept unilateral layoffs by companies. With the pandemic, this is something that cannot be avoided. The following is an interview related to the Tripartite LKS:

"The general problem with the condition of the Tripartite LKS before and after the ratification of the Omnibus Law is the same, namely that the labor union objected to the company's decision to lay off employees." (source: interview with Maria, Fourth Industrial Relation of PT (object of research), April 7, 2021, Office)

It means that this situation has a significant difference with the situation of the Bipartite LKS before and after the enactment of the Omnibus law, the Tripartite LKS has the dominance of the same problem cases, namely more on the issue of rejection because of being unilaterally laid off.

1. Issues that can be resolved by the Tripartite Relationship Pattern

Problems that can be resolved with a tripartite relationship pattern, related to the case of unilateral layoffs of employees only. Prolonged problems will be taken to the Tripartite LKS and IR's task is to maintain intensive communication to reduce the situation. Sidoarjo City itself has a district-level Manpower Office to conduct mediation that focuses on ordinary cases. If the case requires more detailed recommendations, it will be directed to the provincial Manpower Office.

The mechanism for laying off and terminating employees during the pandemic is carried out because usually there are violations. The violations that occur include discipline, with indicators of low attendance and other violations of regulations. The most frequent incidents are prohibited from carrying cellphones and not wearing uniforms in place. Even now not wearing a mask they immediately get a reprimand. Negotiations and protests from

trade unions include active communication with trade unions, compromise with clear stages, no protests because they use a personal approach to employees outside the office, no protests because employees understand the conditions of the company.

C. Categorization of Stable and Unstable Companies during the Pandemic

In accordance with the topic of this research, namely industrial relations patterns. It is necessary to categorize stable and unstable companies during the pandemic. With this categorization, the mapping of industrial relations patterns becomes relevant. For this reason, the researcher asked this main participant about stable and unstable companies. Furthermore, the interview narrated as follows:

"When asked about stable and unstable companies during this pandemic, it can be seen from three main indicators, namely: productivity levels, separation systems or layoffs, and handling cases to be resolved."

Based on the perspective of Maria, as an IR consultant for many companies, it can be concluded that stable and unstable companies during the pandemic can be classified as follows:

Table 3. Parameters of Stable and Unstable Companies

| Aspects | Stable Company | Unstable Company |
|-----------------|--|---|
| Productivity | Productivity does not drop significantly | Productivity fell significantly so the company issued an affirmative policy |
| Layoff Rate | < 10 a month | >10 dalam sebulan |
| Problem Solving | Completed at the LKS Bipartite level | Many issues discussed at the Tripartite LKS |

Source: Key Participants

Based on this explanation, in this study researchers have examined a number of participants from different company condition backgrounds, namely four companies as research objects. Two (companies) will be taken from each stable and unstable company. From there, researchers will be able to create a more comprehensive Industrial Relations Pattern.

The following is a list of companies in the stable and unstable categories that became Maria Devi's clients after an appraisal of the internal conditions of each company.

Table 4. An overview of company conditions during the pandemic

| No | Name of Company | Description |
|----|----------------------------|--|
| 1 | PT. Indoceria | Stable productivity, layoffs only 4-5 employees a month, no problems at the LKS Tripartite level |
| 2 | PT. Leef Essence Flora | Stable productivity, no layoffs, no problems at the LKS Tripartite level |
| 3 | PT. Tanobelfood/Cleo | Productivity tends to decline, layoffs >50 non-organic employees, problems are resolved at the LKS Bipartite level |
| 4 | PT. Putra Mandiri Intipack | Productivity tends to decline, layoffs >50 employees, there are problems at the LSK Tripartite level |

Source: Key Participants

UNDER PEER REVIEW

D. Industrial Relations Patterns of Companies in Sidoarjo After the enactment of the Omnibus Law

Based on the explanation of the research results, it can be identified that in the industrial relations process, the work position that is central to the organizational communication process in the company is the Human Resource Manager (HR Manager) with the following industrial relations pattern. Discussing these 4 perspectives will be narrowed down to the industrial relations pattern of companies in Sidoarjo Regency after the enactment of the Omnibus Law during the Covid-19 pandemic.

Upward communication, organizational communication that takes place from the bottom up in companies in Sidoarjo Regency through a communication process involving Human Resources (HR) Managers with company leaders to company owners. This is in accordance with the role and function of Human Resources (HR), as a representation of the company to plan, manage and control employees.

After the enactment of the Omnibus Law, the upward communication process occurred very frequently between HR Managers. The Human Resources (HR) Managers confirmed that since the enactment of the Omnibus law during the pandemic, there has been a lot of regulatory uncertainty. Human Resources (HR) does not determine something inappropriately so that every case must first communicate with the company leadership. The form of communication that occurs is not only face-to-face but also through zoom meeting-based media communication.

This communication is also carried out if there are problems such as 1) reporting the company's productivity conditions during the pandemic, 2) discussing employee operating hours, 3) discussing company strategic policies including decisions to lay off and announce employee layoffs, and 4) formulation of Compensation & Benefit (CNB).

Downward communication that occurs in companies in Sidoarjo Regency is a communication process involving the Human Resources (HR) Manager and employees. Among them are meetings that discuss the delivery of the Omnibus Law, as well as directions for worker performance, calling employees who are laid off.

This is in accordance with the role and function of Human Resources (HR) as a representation of the company to plan, manage and control employees. The Human Resources (HR) Managers confirmed that since the passing of the Omnibus law during the pandemic which is full of uncertainty, the intensity of meeting and communicating with employees has become more frequent. Previously, they would communicate company policies by posting notice boards or through labor unions, but now Human Resources (HR) is more often conducting direct inspections to the field to see the situation of the workers.

Horizontal communication, organizational communication with horizontal communication patterns in companies in Sidoarjo Regency is a communication process

involving Human Resources (HR) Managers with trade unions and managers from other departments. After the enactment of the Omnibus Law, the most frequent horizontal communication process occurred when the productivity of each department, overcoming various protests and negotiations by the union.

Human Resources (HR) Managers confirmed that since the enactment of the Omnibus Law during the pandemic that before informal and formal meetings through the LKS Bipartite forum could be once a month or even no meetings. Meanwhile, HR now holds two to three LKS Bipartite meetings after the enactment of the Omnibus Law during the pandemic.

Diagonal Communication, organizational communication with diagonal communication patterns in companies in Sidoarjo Regency is a communication process that involves the Human Resources (HR) Manager with trade unions and the Manpower Office in a mediation forum. The most frequent diagonal communication process occurs between Human Resources (HR) Managers to trade unions and representatives of the Manpower Office. These include, 1) HR/IR meets with labor unions and is mediated by the Disnaker Industrial Relations Dispute (PHI) section, and 2) When the Trade Union defends the interests of workers in the Tripartite LKS, 3) PHI Disnaker informally communicates recommendations by the Disnaker to Human Resources (HR) and worker representatives.

E. Controversial Articles of the Omnibus Law on Industrial Relations

Human Resources (HR) Companies conduct effective organizational communication both in the process of upward, downward, horizontal, and diagonal communication aims to avoid problems in handling employment. The existence of a number of articles in the Omnibus Law in the scope of industrial relations is controversial. According to Human Resources (HR), the article controversy is due to the existence of a number of articles that are disputed by labor unions. The controversial articles of the Omnibus Law consist of 1) New articles in the new law, namely the Job Creation Law, and 2) Deletion of Articles in the Labor Law. Broadly speaking, the following is an explanation of the controversial articles of the Omnibus Law from the aspect of industrial relations, including:

1. Article 88B: this article gives employers the freedom to decide on the output unit in commanding workers as the foundation for calculating the wage system. In addition, there is no clear guarantee in the workers' wage system. Therefore, it is necessary to determine the minimum wage so that certain sectors will not give below the minimum wage.
2. Article 91 in the Manpower Law, Removing Article 91 of the Manpower Law will result in the lack of compliance of employers with the minimum wage according to applicable regulations. In addition, employers will pay workers with lower wages and arbitrarily.
3. Article 56 paragraph (3), Job Creation Law, makes Fixed-Term Employment Agreements (PKWT) unrestricted by the new regulation. The Job Creation Law abolishes the time limitation of Fixed-Term Employment Agreements and provides for the agreement of the

parties involved. This means that the role of the government is weakened because it is unable to intervene in the duration of the Fixed-Term Employment Agreement (PKWT). This has resulted in the expansion of contract workers. This decree has received a lot of criticism by workers because the government is considered not in favor of workers. It is unable to protect the rights of workers.

4. Article 77 This presents the fear of sector-specific differences in working time limits and compensation. This is considered to be detrimental to workers because they are.

4. CONCLUSION

Based on the results of the research, there are two types of industrial relations patterns, namely Bipartite and Tripartite Patterns. In bipartite relations, the communication process between employers and employees. Prior to the Omnibus Law, disputes focused on the payroll system, deductions, and SP3 of employees which were considered unfair. After the Omnibus Law was passed, interest disputes arose, focusing on cases of employee reduction / termination. In tripartite relations, the communication process between the three parties includes IR/HR representing the company, the Trade Union and the Manpower Office. There is a significant difference with the situation of LKS Bipartit before and after the enactment of the Omnibus Law. The pattern of Tripartite Relations before and after the passing of the law only focused on the issue of rejection because of unilateral dismissal. Broadly speaking, it can be stated that after the enactment of the Omnibus Law during the COVID 19 pandemic, it encourages Human Resources (HR) Managers to build effective communication with high intensity so that all labor problems can be resolved internally at the bipartite level and minimize the occurrence of Tripartite meetings because both companies, trade unions, and workers themselves still consider the Omnibus Law as something new so they hope not to get unexpected consequences. Based on the conclusions of the research above, suggestions that can be given by researchers to companies, trade unions, and workers include for companies, it is necessary to make communication forums more intensive because with a communication forum, each element of the company understands the internal conditions of the company so that when issuing policies, these policies are not detrimental to workers. Trade Unions must fully understand the Omnibus Law and be more inclined to workers regarding union issues so that they know the real position of the problem. Workers must also fully understand the Omnibus Law and have good performance so that if there is a reduction in the number of employees, they will not be affected. Coffee by registering Geographical Indications with the Directorate General of Intellectual Property Rights. Whereas in repressive legal protection, by anticipating disputes over the misuse of Geographical Indications by other parties, the owner or holder of the rights to Geographical Indications has the right to file a claim for compensation to the Commercial Court due to violation of the rights to Geographical Indications or use of Geographical Indications without rights or against the law. Theories in this legal protection are Risk Theory and Economic Growth Stimulus Theory. Constraints Factors in the Implementation of Legal Protection for Lampung Robusta Coffee in Economic Improvement of West Lampung Coffee Farmers include the low level of public education, lack of awareness of coffee farmers in West Lampung Regency in including geographical indications of West Lampung Robusta coffee in product design, and the absence of regulations at the government level. West Lampung Regency in implementing the inclusion of West Lampung Robusta coffee geographical indications and the weak legal awareness of the community towards the importance of geographical indications.

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