A CONCEPTUAL MODEL OF THE ROLE OF LABOR UNION IN THE OPTIMIZATION OF BIPARTITE COOPERATION FUNCTION TO CREATE HARMONIC INDUSTRIAL RELATIONS AT PT. TOYOTA MANUFACTURING MOTOR INDONESIA

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ABSTRACT
This paper proposes a conceptual model to explore the relationship role of workers union by optimizing the function of bipartite cooperation agencies. The research conducted using descriptive qualitative approach. This study will do at PT. Toyota Manufacturing Motor Indonesia. The data used is primary data obtained from interviews and secondary data obtained from literature reviews and documents from the company. The analysis is will do through the process of organizing, summarizing, and interpreting of the obtained data. Applying this conceptual model would provide information about the role of labor union in the optimization of bipartite cooperation function to create harmonic industrial relations.

KeyWords
Labor Union, Bipartite Cooperation Agencies, Industrial Relations, Conceptual Model
INTRODUCTION

Article 1 Number 18 of Law No. 13 of 2003 on Labor states that the Bipartite Cooperation Agency is a communication and consultation forum on rights relating to industrial relations in a company whose members consist of employers and labor unions that have been registered at the agency responsible for worker/labor element. Bipartite Cooperation Agency does not solve a problem but acts as a forum for communication and consultation between employers and workers/labors related to industrial relations in a company.

Industrial relations is a relationship between the actors in the process of producing goods and/or services in a company, namely employers, workers and the government. The latter is an industrial relations agent who functions as a regulator and authority responsible for compliance with the regulations that are created.

In the era of the current global economy, the visible intensity of the implementation of the responsibilities of companies to the workers through industrial relations and fulfillment of better working conditions, which is the sole responsibility of the company through a harmonized industrial relations. For this reason, the bipartite cooperation agency must continue to be developed in order to bring maximum benefits.

PT. Toyota Manufacturing Motor Indonesia is a company that plays a role in national development. To support the implementation of company activities, it is necessary to have the role of the union as a mediator if there are problems faced by workers. To manage the interests of employers and workers, it is necessary to strive for bipartite management between employers and workers. Good bipartite management are going to create a harmonious industrial relations.

LITERATURE REVIEW

In the general section of the explanation of Law No. 21 of 2000 on Workers Union/Labor Unions, it is stated that workers/labors are business partners who are important in the production process in order to improve the welfare of workers/labors and their families, ensure the continuity of the company and increase the welfare of the Indonesian people in general. Regarding this matter, workers unions/labor unions are a means to fight for the interests of workers/labors in creating harmonious, dynamic, and fair industrial relations.

In the context of the struggle for workers/labor rights there are several pillars that play a very important role in upholding and protecting workers/labors' rights in realizing their welfare. One of the pillars is a workers union organization. The existence of workers unions/labor unions aims to provide protection, defense of rights and interests, as well as increase the decent welfare of workers/labors and their families. History has proven that the role of workers unions/labor unions in fighting for the rights of their members is huge, so that workers/labors have experienced the benefits of workers union organizations/labor unions that are truly independent and consistent in fighting for labor rights.

In the field of the workers' union, the vision and mission are clearly stated in Law No. 13 of 2003 as outlined in the following sense:

"Labor unions are organizations formed from, by, and for workers/labors both in the company and outside the company, which are free, open, independent, democratic and responsible for fighting, defending, and protecting the rights and interests of workers/labors and improving workers'/labors' welfare and their families."

In a company, there is usually a workers union organization/labor union which in its implementation has a very important role in industrial relations. Workers unions in solving problems that are expected to progress and improve, should organize and strengthen themselves by:

1. Creating a high level of solidarity in a unity between workers and workers, workers with their labor unions, and labor union with management.
2. Convincing members to carry out their obligations in addition to their rights in the organization and in the company, as well as the organization of funds.
3. Organizational Funds are spent based on programs and budgets that have been determined in the interest of increasing the ability and knowledge of the management for the field of knowledge related to the conditions and needs of the workplace, including the implementation of industrial relations.
4. Good human resources will be able to interact with management rationally and objectively

When at least 4 of the above requirements are met, the labor union – through its representatives – will be able to find the best way to submit positive proposals for the common good.

It must be believed that the achievement of harmonious, dynamic, fair, and dignified industrial relations will only be at the company level. Therefore, social dialogues that are equal, healthy, open, with mutual trust, and with the same vision for company growth is very important and plays a decisive role.

There are also basic outside factors, such as guidelines, and supporting factors. The development and improvement of the quality of human resources can be formulated through the Bipartite Cooperation Agencies.
The right to associate for workers/laborers is stipulated in International Labor Organization (ILO) Convention Number 87 on Freedom of Association and Protection of the Right to Organise Convention and ILO Convention Number 98 on the Right to Organise and Collective Bargaining Convention. This convention on the right to associate workers/laborers has been ratified by Indonesia as part of national legislation.

Based on Article 3 Paragraph 1 of Law No. 2 of 2004, bipartite negotiations are negotiations between employers or a combination of employers and workers or labor unions or between workers unions/labor unions and other unions in a disputing company. Bipartite negotiations are deliberations to reach consensus.

**CONCEPTUAL MODEL**

The Conceptual model for this study is as follows:

![Conceptual Model](image)

**METHODOLOGY**

This study uses a descriptive analysis approach. After data collection, data is processed to find out averages, graphs, and other data but does not include hypothesis testing analysis using statistics. This research tracks and systematically sets material data collected from a variety of qualitative data collection techniques such as interview transcripts, field notes, participative observation or other materials.

The sample used by the authors in this study was employees of PT. Toyota Manufacturing Motor Indonesia. In this study, the use of samples is not limited since the purpose is to obtain information, not to analyze it. Data collection uses primary data (interviews) and secondary data (library research). The order of analysis is through organizing, summarizing, and interpreting.

**CONCLUSION**

This paper proposes a conceptual model to understand how labor union affects the bipartite cooperation agency in a company by using qualitative descriptive approach that is will do at the PT. Toyota Manufacturing Motor Indonesia. The introduction, literature review, conceptual model, research methodology, and conclusion are discussed. Applying this paper instantly would provide information about the role of labor union in the optimization of bipartite cooperation function to create harmonic industrial relations at the PT. Toyota Manufacturing Motor Indonesia.
REFERENCES


