

## **ABSTRAK**

Munculnya *Coronavirus Disease* (COVID-19), sebagai pandemi global yang membawa dampak signifikan. Salah satunya pada perekonomian global, pengusaha dan tenaga kerja dibuat resah karena ancaman kepailitan perusahaan yang berdampak pula terhadap Pemutusan Hubungan Kerja secara sepihak. Penelitian ini bertujuan untuk mengetahui tentang sebab terjadinya PHK secara sepihak selama pandemi COVID-19 beserta dampak dan kesesuaian perlindungan yang diterima tenaga kerja dengan hukum yang terkait.

Penelitian ini berdasarkan metode penelitian hukum yang dilakukan dengan pendekatan secara yuridis normatif. Teknik analisis yang digunakan ialah teknik kualitatif berupa data sekunder yang diambil melalui studi kepustakaan dengan cara meneliti buku, jurnal, artikel, berita dan beberapa laman di internet lalu dikaitkan pada peraturan perundang-undangan sehingga mencapai kesesuaian antara hukum dan masalah yang sedang dibahas.

Hasil penelitian menunjukkan, bahwa ada beberapa alasan terjadinya PHK selama pandemi, dan sebagian besar didasarkan karena alasan *force majeure* hingga efisiensi perusahaan. Kemudian sebab terjadinya PHK secara sepihak selama pandemi COVID-19 itu diklasifikasikan menjadi faktor internal dan faktor eksternal perusahaan.

Sedangkan, bentuk perlindungan yang diberikan pemerintah terhadap tenaga kerja selama berlangsungnya pandemi COVID-19 telah ada kesesuaian antara keadaan yang ada dengan hukum dasar ketenagakerjaan, yaitu Undang-Undang Ketenagakerjaan.

### ***Kata Kunci :***

*Pandemi COVID-19, Pemutusan Hubungan Kerja, Perlindungan Hukum.*

## **ABSTRACT**

The emergence of *Coronavirus Disease* (COVID-19), as a global pandemic that has a significant impact. One of them is in the global economy, employers and workers are worried because of the threat of company bankruptcy which also affects the unilateral termination of employment. This research aims to find out about the causes of unilateral layoffs during the COVID-19 pandemic along with the impact and suitability of protection received by workers with related laws.

This research is based on legal research methods carried out with a normative juridical approach. The analysis technique used is a qualitative technique in the form of secondary data taken through literature study by examining books, journals, articles, news and several pages on the internet and then linked to laws and regulations so as to achieve compatibility between the law and the issue being discussed.

The results showed that there were several reasons for layoffs during the pandemic, and most of them were based on reasons of *force majeure* to company efficiency. Then the causes of unilateral layoffs during the COVID-19 pandemic were classified into internal factors and company external factors.

Meanwhile, the form of protection provided by the government for workers during the COVID-19 pandemic has a compatibility between the existing conditions and the basic labor law, namely the Labor Law.

**Keywords:**

*COVID-19 Pandemic, Termination of Employment, Legal Protection.*