

HUBUNGAN PERSEPSI IMPLEMENTASI UNDANG-UNDANG CIPTA KERJA DENGAN KESEJAHTERAAN FINANSIAL KARYAWAN DI KABUPATEN MAGELANG

THE RELATIONSHIP BETWEEN PERCEPTIONS OF THE IMPLEMENTATION OF OMNIBUS LAW AND EMPLOYEE FINANCIAL WELL-BEING IN MAGELANG REGENCY

Agung Wicaksono, Alimatus Sahrah

Universitas Mercu Buana Yogyakarta

190810612@student.mercubuana-yogya.ac.id

08161370063

Di tengah rentetan gelombang pemutusan hubungan kerja (PHK) yang terjadi mulai awal covid-19 sampai tahun ini, sejumlah pekerja korban Pemutusan Hubungan Kerja (PHK) sepihak mengaku khawatir dengan kondisi keuangan mereka. Kondisi ekonomi global yang kian tak pasti turut memicu rentetan kasus PHK dalam beberapa tahun terakhir. Sebanyak 17.000 buruh terdampak pemutusan hubungan kerja sejak Undang-undang ciptakerja disahkan. Dalam perspektif ekonomi saat ini, variabel kesejahteraan finansial masyarakat dianggap merupakan salah satu indikator pengukuran keberhasilan implementasi dari Undang-Undang Cipta Kerja yang mengatur tentang cipta kerja. Penelitian ini bertujuan untuk mengetahui hubungan persepsi implementasi Undang-undang Ciptakerja dengan kesejahteraan finansial karyawan di Kabupaten Magelang. Dengan mengambil sebanyak 150 responden yang merupakan karyawan di Kabupaten Magelang dengan rentang usia 20 – 40 tahun, pengujian dilakukan dengan menggunakan uji korelasi kendall's tau-b. Hasil penelitian menunjukkan bahwa terdapat hubungan antara persepsi implementasi Undang-undang Ciptakerja dengan kesejahteraan finansial yang ditunjukkan oleh nilai signifikansi $0,000 < 0,01$. Selain itu, hasil penelitian juga menunjukkan bahwa variabel yang digunakan memiliki arah hubungan yang positif dengan nilai 0,412.

Kata Kunci: Undang-undang Cipta Kerja, Kesejahteraan Finansial, Karyawan, Kesejahteraan Karyawan

Amidst a series of waves of layoffs that have occurred since the beginning of Covid-19 until this year, a number of workers who have been unilaterally laid off have admitted to being worried about their financial condition. The increasingly uncertain global economic conditions have also triggered a series of layoffs in recent years. As many as 17,000 workers have been affected by layoffs since the Omnibus Law was passed. In the current economic perspective, the variable of people's financial well-being is considered one of the indicators for measuring the success of the implementation of the Omnibus Law which regulates job creation. This study aims to determine the relationship between perceptions of the implementation of Omnibus Law and the financial well-being of employees in Magelang Regency. By taking 150 respondents who are employees in Magelang Regency with an age range of 20-40 years, testing was carried out using the Kendall's tau-b correlation test. The results of the study showed that there was a relationship between perceptions of the implementation of Omnibus Law and financial well-being as indicated by a significance value of $0.000 < 0.01$. In addition, the results of the study also show that the variables used have a positive relationship direction with a value of 0.412.

Keywords: Omnibus Law, Financial Welfare, Employees, Employee Welfare