

## ABSTRAK

Pada bulan Maret 2022, PT. Sokonindo Automobile (DFSK Indonesia) melakukan pemutusan hubungan kerja terhadap 47 buruhnya tanpa pemberitahuan dan perundingan terlebih dahulu serta menyatakan uang pesangon buruh sudah di-*transfer* sebelum pemutusan hubungan kerja dilaksanakan. Penelitian ini bertujuan untuk mengetahui pandangan berbagai peraturan hukum dan apakah perbuatan perusahaan termasuk kedalam kategori perbuatan melawan hukum

Penelitian yang digunakan adalah metode hukum normatif/doktrinal secara yuridis. Peneliti menggunakan pendekatan preskriptif, pendekatan kasus, dan pendekatan konseptual. Dengan menggunakan spesifikasi penelitian preskriptif analisis, hasil penelitian menunjukkan perbuatan PT. Sokonindo Automobile (DFSK Indonesia) memutus hubungan kerja terhadap 47 karyawannya tidak sesuai KUHPerdara, UU Ketenagakerjaan, dan UU Cipta Kerja. Perusahaan dinyatakan melakukan perbuatan melawan hukum sesuai dengan Pasal 1365 KUHPerdara dan wajib mempekerjakan kembali para buruh atau memenuhi prosedur uang pesangon sebagai bentuk pertanggungjawaban dan ganti kerugian.

**Kata kunci: Perjanjian Kerja, Pemutusan Hubungan Kerja, Perbuatan Melawan hukum.**

## ABSTRACT

*In March 2022, PT. Sokonindo Automobile (DFSK Indonesia) terminated the employment of 47 workers without prior notification and negotiation, and claimed that the severance pay had been transferred before the termination took place. This research aims to determine the perspectives of various legal regulations and whether the actions of the company fall under the category of unlawful acts.*

*The research methodology used is normative/doctrinal legal method in a juridical sense. The researcher employed a prescriptive approach, case approach, and conceptual approach. By using the specifications of prescriptive analysis, the research results indicate that the actions of PT. Sokonindo Automobile (DFSK Indonesia) in terminating the employment of 47 employees are not in accordance with the Civil Code, the Manpower Law, and the Job Creation Law. The company is deemed to have engaged in unlawful acts as stated in Article 1365 of the Civil Code and is obligated to reinstate the workers or fulfill the severance pay procedure as a form of accountability and compensation for damages.*

**Keywords: Employment Agreement, Work Termination, Unlawful Act**