Legal Protection Workers in The Agreement in Photography Studio WHC Purwokerto

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Abstract
Labor has a very important role in national development. Labor (man power) are residents who have or are working, looking for work and carry out other activities such as schools and care of the household. Thus the workers have their own rights and obligations that must be fulfilled, with the rules governing the employment and the employer to ensure that workers in the work. In addition, the worker and the employer must also have a working agreement that binds them. The basic working agreement should also contain provisions relating to the employment relationship, the rights and obligations of workers and the rights and obligations of employers. In the pre-study in WHC Studio Purwokerto I get the primary data that employees working agreement with his employer orally or in writing. In the execution of the workers in the WHC photography studio doing a lot of work outside of his agreement. Viewed from pre-study in WHC Studio orally there is agreement that ultimately there is no legal certainty in work and in remuneration, and therefore need further study.

Keywords: legal protection; the Agreement; Employment

Introduction
The mandate of the Constitution of the Republic of Indonesia in 1945 or 1945, hereinafter referred to NRI Constitution in Article 1 (3) which reads, State of Indonesia is a country of law. State law is a country that upholds rule of law and justice is an absolute requirement in order to achieve national goals. Indonesia is a developing country in the world. Indonesian state sought to make improvements in all aspects to raise catch up with improvement through development that includes many issues unresolved. One of them got the prosperity of the people in a decent livelihood as defined in the 1945 Constitution, Article 27 paragraph (2)
which states that, Every citizen has the right to work and a decent living for humanity.

"The workers / laborers are the backbone of the company" adage seems normal, like nothing has meaning. But if further examination would seem true. Workers said as the backbone because he has an important role. Without the workers would not be the company it can walk and participate in development. (Asikin, 2010) In a mutual company occurred between an employee and labor are interdependent and inseparable.

Labor has a very important role in national development. Labor (man power) are residents who have or are working, looking for work and carry out other activities such as schools and care of the household. (Manulang, 1995). Thus the workers have their own rights and obligations that must be fulfilled, with the rules governing the employment and the employer to ensure that workers in the work. In addition, the worker and the employer must also have a working agreement that binds them.

The employment agreement according to Law No. 13 of 2003 Article 1 number 14 is an agreement between workers and employers or employer which contains the terms of employment rights and obligations of both parties. The basic working agreement should also contain provisions relating to the employment relationship, the rights and obligations of workers and the rights and obligations of employers.

The employment agreement is divided into two, namely the Employment Agreement Specific Time (PKWT) and CLA Not Specified (PKWTT). Article 1 point 1 Decree of the Minister of Manpower and Transmigration Republic of Indonesia No. KEP. 100/MEN/VI/2004 concerning the Implementation of the Provisions Specific Time Work Agreement (Ministerial Decree 100/2004), the notion of Specific Time Work Agreement (PKWT) is a cooperation agreement between the workers/ laborers with employers to conduct employment relationship within a certain time or for a particular worker. while in Article 1 paragraph 2 of Decision of the Minister of Manpower and Transmigration Republic of Indonesia No. KEP.100/MEN/VI/2004 concerning the Implementation of the Provisions Specific Time Work Agreement (Ministerial Decree 100/2004), the notion of Time Indefinite Labor Agreement (PKWTT) is a cooperation agreement between the workers / laborers with employers to hold a permanent employment relationship.

According to Article 15 of Ministerial Decree 100/2004, PKWT can turn into PKWTT, when the First, PKWT are not made in Indonesian and Latin letters turned into PKWTT since their working relationship, Both in terms of PKWT made not meet the requirements described in the type of work required, then Second, PKWT turned into PKWTT since their employment relationship, The Third, in
terms of PKWT do for work related to new products, notwithstanding the provisions extension period, then PKWT turned into PKWTT since carried irregularities; Fourth, in the case of renewal PKWT not through grace period 30 (thirty) days after the expiration of the extension PKWT and not agreed, then changed into PKWTT PKWT since the PKWT requirement has not been met, Fifth in terms of employers terminate the employment of workers with employment relationships PKWT referred to in point (1), point (2), numbers (3) and the number (4), the rights of workers and the settlement procedure conducted in accordance with laws invitation for PKWTT.

The employment agreement entered into by employers generate employment. The working relationship is the relationship between workers / laborers with employers that occurred after their employment agreement. In normative understanding of the employment relationship is the relationship between employers and workers based on labor agreement that has elements of the jobs, wages and orders. Thus explain that the employment relationship occurs because of the labor agreements between employers and workers. The ambiguity in the provisions regarding PKWT, PKWT arrangements that exist for this is still a big problem. Disparities of treatment, especially in fulfilling the basic rights pekerja/Pekerja which works on the basis PKWT less legal protection when compared with workers who work on the basis PKWTT (Maulinda, 2016).

An agreement governing the rights and obligations of the parties to the agreement. The workers 'rights is something that should be received by the workers where the workers' duties within entitles workers to the viability and usefulness of living of workers. As for the rights of workers in the provisions of Law No. 13 of 2003 About Ketengakerjaan summarized in Article 5, Article 6, Article 11, Article 12 paragraph (3), Article 82 paragraph (1) and (2), Article 86 paragraph (1), PSAL 88 paragraph (1), Article 99 paragraph (1), Article 104 paragraph (1), Article 137 and Article 145. Liability worker, workers doing the job to do the work is the primary duty of a person to do their own workers, even so with the permission of the employer. Workers shall comply with the rules and instructions of the employer. Workers while doing his job, obliged to obey orders given by the employer. The obligation to pay damages and fines if the worker at his job as a result of deliberate action or negligence causing the loss, damage, loss or other events that are not beneficial or detrimental to employers. Then the incident risks incurred are the responsibility of the worker (Amalia, 2017).

Every citizen is entitled to a decent job to fulfill her life and her family. Wages are expected reward for everyone who works. Decent wages and adequate for the necessities of life, wages are often a problem in industrial relations, some
regulation of wages in addition to Law No. 13 2003 Article 1 paragraph 30 which reads, wage is the right of workers / laborers received and expressed in terms of money as a reward from employers or employers to workers / laborers are set and paid by an employment agreement, agreements, or laws and regulations, including allowances for workers / laborers and their families for a job and / or services that have been or will be made. Therefore Article 94 of Law No. 13 of 2003 states that in the case of wage component consists of basic salary and fixed allowance, the amount of the basic wage at least 75% (seventy five percent) of the total basic salary and fixed allowance. UMR is determined to ensure the welfare of the workers in Indonesia and also for the employers do not provide a low wage with heavy work or not in accordance with the remuneration given.

This modern era did little who works as a photo or commonly called a photographer. There are photographers who work alone or also work in a photo studio. Photographers who work for themselves usually have a special ability to be used as a selling point to consumers. While working in the studio photo has no special abilities because they have to be able to do photos in the studio or outside the studio, there is also a photo studio that apply to the division of the photographer and must have a special ability to take pictures.

The history of photography is divided into three periods. The first period is the pre-photographic era, the period in which the optical and chemical technology developed independently, and have collaborated in their entirety as photographic technology. This period was marked by the discovery and use of optical instruments and chemicals on their own separately. The second period was the era of analog photography, namely the period of discovery and the use of photography as a medium that is the result of a combination of analog optical technology mechanical and chemical. This period is characterized by collaboration between mechanical and chemical optical technology, which can be observed from Daguerre photography era to film photography in the 20th century. The third period was the era of digital photography, the period of discovery and the use of digital photography as a medium that is the result of a combination of optical technology and digital information technology. This period is characterized by collaboration between mechanical and digital optical technology (computers), which occurred since the 20th century to the present (Setiawan and Bornok, 2015).

Art photography undergoing expansion and development of the exploitation and kekreatifitasan the artists are the photographers themselves. Of the many factors precipitating both the needs of the market, changing times, the political situation, or factors that are a reaction to the development of other arts, the genre in photography can grow quite large. What was once divided into streams or
shooting style course, now it can be divided into categories based on the type of media stream recorder, for example, first of all photographs are from the camera, but now with the technological development of photographic work there that fall within the genre pictures with smartphones. In fact, this development also created new professions related to the field of photography in addition to the photographer, such as a photographer's assistant, makeup artist in the field of fashion (Gunawan, 2014)

The problems that have often cost increases per worker for not match the increase in productivity with wage increases have pressed the Indonesian economic competitiveness. In the view of investors, Indonesia can no longer be categorized as countries with low wages. Conversely, when compared with some of the ASEAN countries, China, and Bangladesh, Indonesia has entered the group of countries with relatively high wages (World Bank, 2012). Conditions such as this in turn has reduced the competitiveness of Indonesian investment and complicate efforts to attract investors to invest in this country (Adam, 2016).

In the pre-study in WHC Studio Purwokerto I get the primary data that employees working agreement with his employer orally or in writing. In the execution of the workers in the WHC photography studio doing a lot of work outside his job in the agreement. Viewed from pre-study in WHC Studio orally there is agreement that ultimately there is no certainty in the work and in remuneration, and therefore need further study.

White House Creative Studio or hereinafter WHC Studio is a photo studio located in Purwokerto. This studio has been running for about 1 year and 5 months and already has five professional photographers as workforce.

Legal protection is the protection of the dignity of going to, and recognition of human rights that are owned by the legal subject under the provisions of the law of arbitrariness or as a set of rules or rules that would be able to protect something of other things. In Indonesia, the legal protection is borne constituted by Pancasila as the ideal basis, although the concept of using a formulation that emphasis pemikiranpemikiran western world the concept relies on the protection of human rights. Thus, it is simply the concept of legal protection of workers in Indonesia still relies on the protection of the dignity of the workers, following their human rights, both individually and as a "worker" (Kahfi, 2016).

Research Problems

With a background that has been said above authors are interested in examining the legal protection of workers using labor agreements in WHC Studio Purwokerto so writer take the title "WORKER PROTECTION IN AGREEMENT IN
PHOTOGRAPHY STUDIO WHC PURWOKERTO”. And took the formulation of the problem, Is the worker employment agreement WHC Studio photography in Purwokerto already provides legal protection.

**Research Method**

Methods of legal research is a systematic way of doing a study. In more Soerjono Soekanto explained that "Legal research is a scientific activity, which is based on methods, systematics, and certain thoughts which aims to study one or more symptoms of a particular law, by analyzing”.

The method used in this study is the first method used in this research is the empirical normative. Normative legal research that is legal research that examines the written law of the aspects of the theory, history, philosophy, comparative, structure and composition, scope and content, a general explanation of the chapter after chapter, the formalities and the binding force of a law but it is not binding aspects applied or implemented (Muhammad, 2004), Empirical research is the study of positive law is not written about the conduct of members of the public in relation to community life. Normative legal research by reviewing the written law which is binding on all aspects related to the subject studied. Empirical legal research by jumping directly to its object is to analyze the legal protection of photography workers in employment contracts and their implementation in the WHC Studio Purwokerto.

Second, In an effort to obtain the data needed to draw up legal writing, it will be used descriptive research specifications. Specifications of this research is descriptive, the research describes in clear, detailed and systematic as to the object to be examined (Muhammad, 2004). This descriptive study was conducted to see in a clear, detailed, systematic regarding legal protection and the implementation of labor agreements at WHC Studio Purwokerto.

Third, In this research using empirical normative method, therefore, the data used is secondary data. In empirical legal research, then studied at first was secondary data, to then proceed with research on primary data in the field, or on society (Soekanto, 2015). Of legal materials are described as, Primary data is data obtained directly from the first source-related issues to be discussed (Amiruddin, 2006). Sources virgin from the field directly by interviewing, Founder WHC Studio is Naufal Arif Ark, Photographer WHC Studio is Hapsani, Photographer WHC Studio is Latansa Barden Fargesen, Photographer WHC Studio is Cendikia Jamaludin Ashari, Photographer WHC Studio namely Alfa Rizki, Photographer WHC Studio namely Amin. Secondary data is data obtained from the books as a primary data source compliance data. Secondary data sources are research data
obtained by reviewing the literature such as scholarly books, research and so on (Marzuki, 1983). In this study, secondary data sources is a labor agreement with workers at whc studio photography.

Fourth, data collection methods, in this section researchers get the data is accurate and authentic as it is done by gathering data sources both primary and secondary, which is adapted to the research approach. The technique of collecting primary data and secondary data used is Direct Interview, Interview is the situation between the role of a personal face to face, when someone the interviewer asks questions designed to elicit answers that are relevant to the research problem to the respondent (Amiruddin, 2006). Interviews in the collection of social facts as study materials empirical legal studies, carried out by way of question and answer directly where all the questions are arranged in a systematic, clear and focused corresponding legal issues, raised in the study. The live interview is intended to obtain correct and accurate information from sources that are predefined. The interview is all information about what is desired siperoleh recorded or recorded properly (Nasution, 2008). Interviews were conducted to obtain information orally in order to achieve the goal of getting accurate information from competent sources (Ashofa, 2010).

The data processing traced and dipeloreh through interviews to, Founder WHC Studio is Naufal Arif Ark, Photographer WHC Studio is Hapsani, Photographer WHC Studio is Latansa Barden Fargesen, Photographer WHC Studio is Cendikia Jamaludin Ashari, Photographer WHC Studio namely Alfa Rizki, Photographer WHC Studio namely Amin, and direct observation research location is in WHC Studio Purwokerto. Furthermore, studies Documentation is tangible data collection techniques in writing or image data sources. Sources written or picture form of official documents, books, magazines, records, personal documents and photos related to research problems (Sudarto, 2002). Performed to obtain and understand the concepts and theories as well as provisions on worker protection and the implementation of agreements photography works in WHC Studio Purwokerto.

Fifth, the method of Presentation Materials Legal data in the form of legal materials which have been obtained and presented in the form of narrative text, the descriptions are arranged in a systematic, logical, and rational. In the overall sense of the data obtained will be linked with each other customized to the subject matter under study so it is a unified whole.

Sixth, Processing and Analysis Methods Legal Materials, Processing of the data must comply with the validity of the data (Prastowo, 2012). Methods of processing and data analysis with qualitative analysis method is data obtained will
be analyzed by the discussion and elaboration of research results by basing on the norms and doctrines relating to the material being studied.

The stages in analyzing the data, namely, Editing the activities carried out after collecting data in the field. This process is important because the fact that the collected data is sometimes not met the expectations of researchers, none of them have less even missed (Arikunto, 2002). Therefore, to complete this study, the editing process is indispensable in reducing the data that does not fit with the theme of this research.

*classifying*, that is more systematic research, the interview data are classified by certain categories, which is based on the question in tumusan problems, so that the data obtained actually contains the information required in this study.

*Verification* rechecking the data is data that has been collected to establish the validity of the data is actually already valid and in accordance with the expected yanng researchers (Moleong, 2002). So this verification stage is the stage of validating the data to ensure the validity of the data that has been collected. This verification is done by listening and match your interviews that have been done before. In addition, for most of the researchers data verified by means of triangulation, the match (cross-check) between the results of interviews with the subjects that one with the opinion of other subjects, so that it can be concluded proportionally.

Data analysis is the process of organizing and sorting data into patterns, categories and basic description unit that has a theme and can be formulated working hypothesis. So in the data analysis aims to organize the data that has been obtained. After the field data collected by data collection method described above, the authors will manage and analyze these data using qualitative descriptive analysis. Qualitative data analysis is the effort made by working with the data, organize data, and sorted them into units that can be managed, mensistensikannya, search and find patterns, find what is important and what is learned, and discover what can be told to people other (Moleong, 2010). Qualitative data analysis is a technique that describe and interpret the data that has been collected, in order to obtain general and complete overview of the actual situation.

The conclusion is the result of a research process. after the steps above, then the last step is concluded from the analysis of data to enhance this research, so get a breadth of knowledge in particular for researchers and for readers. At this stage the researchers made the conclusion of the overall data which have been obtained from research activities have been analyzed and then write the conclusions in Chapter V.
Feedback is someone's opinion about something being the talk. Advice is also used as a means to resolve problems. Suggestions are for something that is not good for the better.

**Discussion**

Sendjun H Manulang (1995), Gives a sense of Industrial Relations, is:

"Industrial relations is a system of relationships formed between the actors in the production process of goods and/or services (workers/laborers, employers and government) that is based on values that are a manifestation of the overall silasila of Pancasila and the 1945 Constitution that grow and evolve over national identity and national culture of Indonesia ".

Law No. 13 of 2003 gives the sense of Industrial Relations, is:

"A system of relationships formed between the actors in the production process of goods and/or services that consist of elements from employers, workers/laborers and the government which is based on the values of Pancasila and the basic Law of the Republic of Indonesia Year 1954 ".

Industrial disputes that often occur in industrial practice is over termination of employment (FLE), which is increasing every year, the Termination of Employment Disputes: disputes arising from the lack of conformity of opinion regarding the termination of the work done by one of the parties. Termination of employment can occur at the initiative of the employers and workers/employees, in which of the employers conduct employment termination due to labor/workers perform a variety of offenses.

All the activities of a job in a company, often arise disputes between workers or workers with management. We often hear the name of Trade Unions or Workers who said he could help resolve these problems through its aid, one through the Collective Labor Agreement. Under the general provisions of Article 1 point 17 of Law No. 13 of 2003 on Labor, namely: "Labor Unions or Workers Union is an organization formed of, by, and for workers in both the company and outside the company, which is free, open, independent, democratic, and responsible to fight, defend and protect the rights and interests of workers and to improve the welfare of workers and their families ".

In accordance with Article 102 of the Law No. 13 of 2003 on Labor, in the conduct of industrial relations, workers and unions have the function of carrying out the work in accordance with its obligations, to maintain order in the continuity of production, channeling the aspirations of a democratic, developing the skills
and expertise and revitalized companies and fight for the welfare of members and their families. Many advantages become a member Unions, especially if the Unions companies already affiliated to the Federation of Trade Unions and the Confederation of Trade Unions.

For example, trade union members will receive training programs and capacity building work themselves as negotiation skills training, training on the manufacture of the collective agreement, etc. In addition, members of trade unions will also get legal assistance when in trouble with the company relating to the law and the fulfillment of rights as an employee. In a factor of production, labor or workers is one important factor in addition to entrepreneurs and capital. Thus were established the container to form the aspirations of workers, namely the Trade Union. Workers and unions in an industrial relations have an important function, namely, to perform its obligations, as well as helping workers or workers in the settlement of industrial disputes.

The role of trade unions in labor dispute resolution is to accompany workers in dispute resolution from the bipartite level, mediation, conciliation, arbitration or to court level industrial relations, as well as strengthening the position of workers in the company, particularly the issue of wages. Workers Constraints faced in carrying out its role is the lack of knowledge of workers and trade unions about the provisions of the applicable law. And efforts to overcome these obstacles is the provision of training, particularly regarding labor regulations, which are performed at least once a year, as well as the need for socialization of Law No. 2 of 2004 concerning Industrial Relations Dispute Settlement.

Fitzgerald Salmond explains the theory of legal protection that the law aims to integrate and coordinate various interests in society as a traffic interest, the protection of certain interests can only be done by limiting the various interests on the other. Legal interest is taking care of the human rights and interests, so that the law is the final authority to determine the benefit of mankind that needs to be regulated and protected (Raharjo, 2000).

According Satijipto Raharjo, legal protection are: Providing shelter for human rights (HAM) that harmed others and the protection given to the community to enjoy all the rights conferred by law. Legal protection can be enabled to realize that nature does not just adaptive and flexible, but also predictive and anticipatory. Laws are needed for those who are weak and not strong socially, economically and politically to obtain social justice (Raharjo, 2000).

Understanding the law put forward by legal experts differ from one another, because this sense depends on the positive law of each country and keluasaan labor
law coverage in each country. In addition, differences in standpoint also lead to legal experts provide legal definitions of employment is different.

Employment law is the law governing labor (Wijayanti, 2009). Before known as prior employment law known as labor law or arbeidsrechts. There is some argument or restrictions on the definition of labor law. Molenaar provide definitions of arbeidsrechts is part of a law that essentially governs the relationship between worker and employer, between labor and workers and between workers with a ruler (Soepomo, 1985). In Article 1, paragraph 1 of Law No. 13 of 2003 on Labor explain labor are all matters relating to labor at a time before, during, and after the work period

Of understanding employment laws are different there are similarities that employment law is a set of rules that govern the legal relationship between workers and employers or employers and government, including the processes and decisions that are issued to realize the relationship becomes a reality

Law No. 13 of 2003 has been included in Article 1 paragraph (2), labor is any person who is able to work in order to produce goods and / or services to meet the needs of themselves and to society. So it is with the labor force of people who do the work that produces goods or services that already meet the requirements or age limit has been set by the Act that aims to gain or reward for the needs of everyday life

Act No. 13 of 2003 on Labor Article 1 paragraph (3) provide a normative sense of the worker or workers. Worker or laborer is someone who works for a wage or other forms of remuneration. The assertion of any form of remuneration is indispensable because wages had been identified with the money. Though not all workers / employees receive financial rewards other forms of remuneration referred to in explanation of the above can be goods or objects whose value is determined on the basis of the agreement of employers and workers

In Article 1313 of the Civil Code, An agreement is an act by which one or more persons bind himself to one or more other people. Article 1313 of the Civil Code is part of Book III Chapter II entitled "Engagement-engagement born of the agreement". The use of said contracts and agreements in Book III of the Civil Code have the same Artu. So that the word contract in Book III of the Civil Code is not interpreted as a treaty in force for a certain period, such as an employment contract, the contract home, and so forth.

Under the provisions of Article 1320 of the Civil Code a contract said to be valid if it meets the elements, their agreement, the skills to do the law, certain things, and causa justified.
Agreement employment is an agreement between the workers / laborers with employers or employers which sets forth terms of employment, rights and obligations of the parties (Article 1 paragraph 14 of Law No. 13 of 2003 on Employment). In order for legitimate employment agreement then there is his legal requirement following employment agreements, existence of an agreement concerning the content of the agreement between the parties (no dwang-coercion, dwaling-misdirection / oversight or fraud); The parties concerned have the ability or skill to (acting) to take legal actions (ably age and not under guardianship / guardianship); Yes (object) work of an agreement; and (Clause) work of an agreement is not contrary to public order, morality, and regulations that apply (Article 52 paragraph 1 of Law No."

If employment agreement made by the parties do not meet two conditions of initial validity of (labor agreement), as mentioned, that there is no agreement and there are those who are not proficient to act then the employment agreement can be canceled. Conversely, when the employment agreement was made not fulfill the last two requirements validity of the work agreement, the object (work) is not clear and its causa does not meet the provisions of the treaty null and void (null and void).

When a worker / laborer initiate an employment agreement, then there will be rights which must be accepted by workers / laborers so, including wage is often called the salary, in addition to the workers / laborers will also get social security as contained in in article 99 paragraph (1) of Law Number 13 of 2003 on employment which was originally known as' social security (social security) and is now called the employment BPJS (social Security Agency employment) which organizes health insurance to workers and to provide protection for the workforce to address the risk of certain socioeconomic. The guarantee of the employment of social workers / welfare workers will be protected not only the protection of wages alone, Guarantees in the form of old age insurance, life insurance, pension insurance, accident insurance and health insurance are also entitled to be obtained by workers / laborers from employers. However, most employers do not register workers / laborers of the company for reasons tetentu. So this causes welfare workers / laborers are no longer obtained (Grace, 2016).

Under Article 1 point 1 Decree of the Minister of Manpower and Transmigration Republic of Indonesia No. KEP. 100 / MEN / VI / 2004 concerning the Implementation of the Provisions Specific Time Work Agreement ("Ministerial Decree 100/2004"), the notion of Specific Time Work Agreement (PKWT) is a cooperation agreement between the workers / laborers with employers to conduct employment relationship within a certain time or to work certain. PKWT is based
on the term or the completion of a particular job. PKWT made in writing and should be in Indonesian and Latin letters and PKWT shall be registered with a government agency responsible for labor affairs. Additionally, PKWT not require the presence of probation and cannot be held for a permanent job.

Article 1 paragraph 2 of Decision of the Minister of Manpower and Transmigration Republic of Indonesia No. KEP. 100 / MEN / VI / 2004 concerning the Implementation of the Provisions Specific Time Work Agreement (Ministerial Decree 100/2004), the notion of Time Indefinite Labor Agreement (PKWTT) is a cooperation agreement between the workers / laborers with employers to hold a permanent employment relationship.

PKWTT can be made in writing or orally and are not required to obtain authorization from the employment agencies concerned. If PKWTT made orally, the clauses in force between them (between employers and workers) are clauses as set in the Labor Law. PKWTT probation may require the period of 3 (three) months. During the trial period employers must pay workers’ wages and the wage should not be lower than the applicable minimum wage.

Development of the labor agreement at this time many employers are using PKWT. This is because there are a variety of factors and conditions contained in PKWT seen as more favorable for employers but on the other hand is not detrimental to workers so far does not violate the law. Certain Time Employment Agreement is governed by Article 56 to Article 60 of Law No. 13 of 2003. Referring to Article 59 paragraph 1 of Law no. 13 in 2003, meaning PKWT is working agreement between workers / laborers and employers are only made for specific jobs by type and nature of the job will be completed within a specified time,

About the shape of differentiated labor agreement based on the qualifications given legislation. Law No. 13 of 2003 on Labor qualified labor agreement into two types, each of which is a Specific Time Work Agreement (PKWT) and CLA Time Indefinite (PKWTT). Article 57 Paragraph (1) requires PKWT form must be written, while the shape PKWTT facultative nature settings, so left to the parties to define the form of the agreement in the form of a written or unwritten (Article 51). Only legislation stipulates that if PKWTT made orally, there is the employer’s obligation to make an appointment letter for the worker / laborer (Article 63 paragraph (1)).

Job satisfaction is how workers can feel the work and its aspects. Companies must treat employees fairly and with respect seen from the perspective of humanity. Job satisfaction is a reflection expansion of good treatment and the importance of considering the emotional and psychological health indicators. Seen from the perspective of efficacy, job satisfaction can create behaviors that interfere with the functioning of the company. Differences in job satisfaction in
organizational units can detect the emergence of problems or issues (Aninditiya, 2015).

Oral employment agreement is applied in WHC Studio as described above is an employment agreement for an unspecified time, because there is no written agreement. As described in Article 1 paragraph 2 KEP. 100 / MEN / VI / 2004 Work Time Indefinite Agreement, hereinafter referred to PKWTT is working agreement between the workers / laborers with employers to hold a permanent employment relationship. So it's workers in WHC Studio fotografi should perform his duties as a photographer and do not run other tasks that should not be done by the photographer.

To make a work agreement, the provisions of Article 1320 of the Civil Code must be met, both with regard to those who bind themselves agree, the capacity to make an appointment, a particular case, and a cause that is kosher. Normative, provisions concerning the validity of the agreement terms contained in Article 1320 of the Civil Code fully adopted by Article 52 Paragraph (1) of Law Number 13 Year 2003 on Manpower. However, because the four conditions the validity of the agreement under Article 1320 of the Civil Code have relevance to the principles of civil law the other, then the discussion about the terms of the validity of the preparation work agreement refers to the Civil Code and Law No. 13 of 2003 on Manpower.

Conditions of Employment Agreement Specific Time (PKWT) normatively not be enforced in a job that is still, in fact too many violations of the temporary regulations on the enforcement of the law is unclear, this led to rules that seemed to protect workers into reverse, the same case occurs also in the provision of about workers borongan. beberapa main factors that resulted in the infringement of any legal protection tehadap piece workers among which there are hundreds of companies that do not adhere to the social security program of the Employment BPJS (BPJSTK) to give a firm obligation on labor rights, low protection Against worker, wages received by workers is much lower than the amount received by the employer, Differences in company rules and regulations, no criminal sanctions specifically for service providers who commit violations (Maldeva, 2018).

Legal protection must see the stages of legal protection born of a legal provision and all the laws that society which is basically a community’s agreement to regulate the relationship between the behavior of the members of society and between individuals and the government who are supposed to represent the public interest (Raharjo, 2000).

The study authors found that the WHC Studio labor agreement that there is a written employment agreement. An oral agreement that the author can at pre-
study is an agreement at the beginning of the formation of the WHC Studio. That after a few months there is a new written employment agreement. In the employment agreement at WHC Studio loading points the rights and obligations of workers and workers' wages. As described in Article 1 paragraph 14, The employment agreement is an agreement between the workers / laborers with employers or employers which sets forth terms of employment, rights and obligations of the parties.

Described in Article 1 point 15, the working relationship is the relationship between employers and workers / laborers by employment agreement, which has elements of jobs, wages, and commands. In the employment agreement at WHC Studio covers such matters as the element of employment, wages, and commands. Also arranged between employers and workers.

WHC Studio is a newly established company about a year and already has five employees of photography. The company is a private company which is not a legal entity, and that’s why the workers have not fully get legal protection according to the rules applicable. Article 99, paragraph 1 Labor Law explains that every worker / laborer and his family are entitled to receive social security. Article 100 paragraph 1 describes also found to improve the welfare of the workers / laborers and their families, employers must provide welfare facilities. This studio in WHC concerning social security for workers does not exist. It can be said for the welfare of the workers in WHC Studio has not payed first it is a right that should be granted to workers.

**Conclusion**

Legal protection in WHC Studio has not been given a whole, as well as welfare is a right for workers and are not earned by workers in WHC Studio photography. This is a drawback entrepreneur knowledge about the rules of employment have the right to welfare, as defined in Article 1 point 31 of the Manpower Act, kesejahteraan worker/ laborer is a fulfillment of the requirements and/ or needs that are physical and spiritual, both inside and outside the employment relationship, which directly or indirectly enhance work productivity in a working environment that is safe and healthy. Therefore this right should be afforded to workers in WHC Studio.

**Suggestions**

Every company should be able to guarantee the workers, because it is the beginning of the workers are willing to work for the welfare of her family as well.
References


