



ADMINISTRATIVE POLICY EMPLOYEES INFORMS

Lecturer Employment Agreement to Obtain Rights

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ABSTRACT

This research aims to provide solutions to employment policy problems that are guided by statutory regulations that constitute rights and obligations of each party. Employment relationships usually occur in employment agreements as stated in Law No 13 of 2003 concerning Employment states that employment relationships occur because of the existence of a work agreement. Without a work agreement, no one is allowed to use labor for work. Talking about employees means talking about humans with everything that must be respected, therefore when using employees you must follow the legal rules that regulate them in such a way. Cannot employ employees without legal regulations that bind them. Talking about employees means talking about humans with everything that must be respected, therefore when using employees you must follow the policy rules that regulate them in such a way. Cannot employ employees without legal regulations that bind them. The Good Law Project states that its mission is to achieve change through policy. Therefore, you must ensure that the employment agreement is binding on the institution and employees. Good policy implementation certainly has the best impact, namely not harming either party.

Keywords: *Good Law, Legal Aspects, Employment Agreements, Lecturers, Change through policy.*

INTRODUCTION

Organizations have a variety of people, so to accept and overcome changes, administrative policies are needed. In line with the diversity of members in organizations, problems become increasingly important and urgent, especially in the future. The fundamental components of efficient employee engagement can increase work effectiveness by embracing and handling diversity (Masanja & Mwita, 2021). Diversity in this context refers to procedures where people from all backgrounds are given the same opportunities and rights and no differences need to be striking (Irina & Borza, 2020).

Organizations can retain or recruit skilled employees to provide professional job opportunities. Thus, managing diversity is not only recognizing diversity but recognizing and managing backgrounds, personal attributes, tendencies and religious views, being able to utilize the skills of each individual to support organizational goals (Hofhuis, 2022)

Employment relationships usually occur in work agreements as stated in Law Number 13 of 2003 concerning Employment, it is stated that employment relationships occur because of the existence of a work agreement. An employment agreement is a work agreement between an employee and management or employer which contains work conditions, rights and obligations of both parties (Law No 13, 2003).

Paying attention to these provisions, organizations may not employ workers without an employment agreement. Therefore, "the legality of employment relations in an organization must be bound by an employment agreement. Without a work agreement, no one is allowed to use labor for work. In order to use uniform terms, remember that there are many terms that exist, such as clerk, clerk, worker, laborer, employee". For this reason, research conducted at SYf University Tangerang is more appropriate to use the word "employee" which is essentially the same as that term even though the implementation is different.

With the understanding of the agreement as stated above, it can be concluded that the position of the parties entering into the agreement is equal and balanced. This will be different if the meaning of the agreement is compared with the position of the employment agreement. In this case, what is meant is that the parties entering into the agreement do not have an equal and equal position, because one of the parties, namely the worker, binds himself and works for orders from other people, namely entrepreneurs (Djumadi, 2004).

In labor regulations, the concept used is industrial relations disputes, namely differences of opinion that result in conflicts between management or a combination of management and workers due to rights disputes, interest disputes and employment termination disputes. as well as disputes between trade unions/labor unions in one organization (Law No 13, 2003)

As is known, the current employment regulations are Law Number 13 of 2003 concerning Employment. From here "one can know a regulation regarding its principles, objectives and nature. Regarding this principle, it can be seen in Article 3, namely that employment development is carried out based on the principle of integration through functional coordination across central and regional sectors." This principle is basically in accordance with the principles of national development, especially the principles of democracy, the principles of justice and equality.

LITERATURE REVIEW

Theoretical basis

From the title of this research, it focuses on contract policy, according to Immanuel Kant, it is the whole situation where a person's free will can adapt to the free will of other people according to the principle of independence (Rahardjo, 2009). Meanwhile, according to Utrecht, law is a collection of regulations (commands and prohibitions) which regulate the order of a society and therefore must be obeyed by that society. The laws that apply and develop in society have apparently undergone evolution (Umbas, 2004). In a traditional society with a narrow and local scope (where traditional and feudal kinship principles group society strictly into hierarchical social layers) with narrow external boundaries, the rights and obligations of community members will be largely determined by their respective positions. - each citizen. in structurally stratified social groups (Wignjosobroto, 2008).

As society transitions to new situations associated with increasing aggregation of life and increasing interdependence between social segments in economic life, "as the saying *ius connubii ac commercii*. In this case, respect for citizens is no longer because of their status or other social attributes, but also because they have been fully recognized as free human beings who have the free will to enter into legal relations" which reflects the division of rights and obligations. it is no longer permanently and definitely patterned in the form of a social structure that standardizes relationships regarding this status (Umbas, 2004).

New institutions that function as distributors of rights and obligations are now emerging and is known as a contract. In short, Maine's theory is often called movement from status to contract (Wignjosobroto, 2008). The essence of a legal system lies in the unity between what is called primary regulations (i.e. regulations that give rise to obligations, such as regulations in criminal law or laws regarding broken promises) and secondary regulations (i.e. regulations that provide power or authority. For example, laws laws that facilitate the making of contracts, wills, marriages and so on or in other words regulations that determine the conditions for implementing basic rules/regulations (Rahardjo, 2009).

Secondary regulations are related to primary regulations in various ways, and it is this relationship which forms a systematic legal quality. Meanwhile, agreements or often also called engagements are regulated in Book III of the Civil Code, which are open, meaning they can be determined by the parties with several conditions, namely: they do not conflict with public order, morality and the law (Hofhuis, 2022). The definition of an agreement according to Van Dunne, quoted by Salim, states: is a legal relationship between two or more parties based on an agreement that gives rise to legal consequences (Budiman, 2023).

Meanwhile, in Black's Law Dictionary (1979 edition) what is meant by agreement or a contract is: an agreement between two or more people that creates an obligation to do or not do a certain thing (Hadining, 2022). Regarding agreements in Indonesia, they are included in

the civil law category. Following are some definitions of civil law. According to Mertokusumo: civil law is law between individuals which regulates individual rights and obligations between one another in family relationships and social interactions, the implementation of which is left to each party (Rahardjo, 2009).

According to Soebekti: "Civil law in a broad sense includes all material private law, namely all basic laws that regulate individual interests. Within an international framework", stated according to Setiawati (2022), that the purpose of this article is to offer analysis in-depth look at various legal aspects of international framework agreements (IFAs) negotiated between multinational organizations and global trade union federations.

On the one hand, organizations intend to increase the legitimacy and credibility of their strategies and actions in the field of CSR, which means turning their unilateral commitments into text negotiations to involve stakeholders in outreach and monitoring. On the other hand, Trade unions realize that the negotiated strategy can complement existing national and international social regulatory instruments, which are still insufficient to face the challenges of globalization (Hammer, 2005).

In this section it is necessary to first explain matters relating to the legal aspects of agreements regulated in Book III of the Civil Code, "starting from the definition of the agreement, the parties, the scope of the agreement, up to the annulment of the agreement. an agreement. The birth of an agreement between the parties, either verbally or in writing, has legal implications for the parties who made the agreement." Because of the legal consequences in the future, before entering into an agreement,

The parties should understand, know and review in advance what the terms of an agreement are. This step is necessary to avoid losses which arise at a later date. To understand the meaning of consent, it is first necessary to understand 'engagement'. Linguistically, 'perikatan' is a translation of the Dutch term 'verbentinis' (Wahyunto, 2023). An agreement is a legal relationship between two people or parties that gives rights for one party to demand something from another party, and the other party is obliged to fulfill these demands. The relationship between these two people/parties is a legal relationship, which means that the rights to cyber receivables are guaranteed by law or statute (Lubis, 2023)

Regarding agreements or often also called engagements, it is regulated in Book III of the Civil Code. In Article 1313 of the Civil Code states: Agreement is an act by which one or more people bind themselves to one or more other people. An agreement It is also called an agreement, because both parties agree to do something (Law No 13, 2003). Agreement is an event where someone promises another person or two people promise each other to do something. From that event, a relationship between two people was born which is called engagement (Jumadewi, 2022). Thus, it can be seen that the relationship between an agreement and an agreement is: "The agreement issues the agreement; The agreement is a

source of engagement in addition to other sources; and the agreement can be seen in real terms, both verbally and in writing," therefore the agreement is an event (Puspitasari, 2023).

The definition of agreement as stated above, the formulation that can be considered appropriate for the definition of agreement is: Agreement is an agreement by which one or more people bind themselves to carry out a case in the field of assets (Rizky et al, 2022) Furthermore, an agreement can be realized in two forms, namely an agreement made in writing and an agreement made orally. Both forms of agreement have the same powers in the sense that they have the same position to be implemented by the parties. It's just that if the agreement is made in writing, it can easily be used as evidence if a dispute occurs (Umbas, 2014).

MODEL CONCEPTUAL FRAMEWORK

Even though contract law adheres to an open system, people are free to make agreements, not bound by existing provisions. However, "the conditions for the validity of an agreement required by law must be fulfilled in order for the agreement to be valid perfect (Syamsudin, 2007). Regarding the conditions for the validity of an agreement, in general it is regulated in Article 1320 of the Civil Code", namely: 1). Agree with those who bind themselves; 2). Ability to create engagement; 3). A certain thing; and 4). Valid reasons (Sunggono, 2003).

Internationally, efforts are underway to negotiate these labor agreements, although they have repeatedly failed to uphold important industrial human rights. This is explained by Yeltriana, (2023) that international labor relations has repeatedly failed to establish core industrial human rights as minimum labor standards for organizations (businesses).

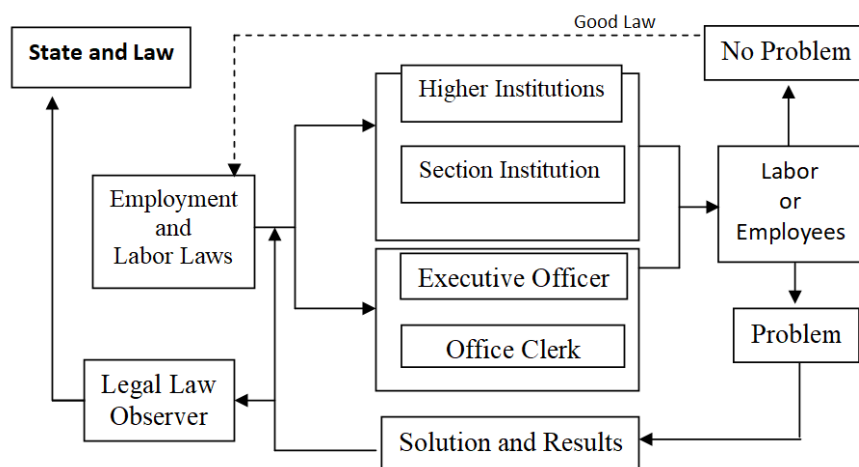


Figure 1. Conceptual Framework of the Model

The essence of this is contained in the International Labor Organization (ILO) conventions: the prohibition of forced labor and child labor (ILO co. 2012), non-discrimination and equal pay (ILO co. 100, 111) and freedom of association and collective bargaining. (ILO co. 87, 98). In many parts of the world, these conventions are not only not yet fully institutionalized but are still frequently violated (Yeltriana, (2023).

Legally, “UNIS may not employ employees without a work agreement. Because UNIS must guarantee the legality of work. employment relationship at UNIS through an employment agreement.” There are three important things in the letter; namely the Employment Agreement Letter made onin 2003 and the Employment Agreement made in 2016.

METHOD

This research is in the form of qualitative research using research techniques or methods literature. Qualitative research is research that attempts to find and capture the exact conditions of an object and then look for its relationship to the problem to be studied from both a practical and theoretical perspective (Amiruddin and Zainal, 2012). Then, qualitative research is a special research procedure that seeks to produce descriptive data from the object under study, so the main activity for this qualitative research is to intensively describe and analyze the factors that influence education quality management (Syamsudin, 2007).

Furthermore, in collecting and analyzing data, researchers used the literature review method. This method itself is a method that assesses and analyzes a library of materials in the form of books by Sunggono, (2003), and also analyzes scientific articles from journals reputable and non-reputable.

The literature review procedure is, "carried out after the researcher determines the topic of writing and the topic of problem formulation which is the focus of this research. The data used for this research comes from the results of research that has been conducted and published in national and international (reputable) online journals (Syamsudin, 2007).. In conducting this research, researchers looked for research journals published on the internet using search engines. Although this research is limited by the measure of burnout levels, some important insights about transformational leadership styles can be gained from this research.

The data analysis is qualitative, where the data collected is in the form of relevant findings according to the research focus, then presented in the form of a descriptive, factual and systematic narrative. The next step is to draw conclusions in the form of data analysis with a logical explanation, where qualitative and quantitative data (secondary data) are presented to complement each other (Asnawi, 2023).

RESEARCH FINDINGS

Problem Description

These three forms of work agreements are dynamic provisions that often continue to change structurally and are continuously determined according to financial capabilities institution. The difference is, "this is something unique and interesting to do further research. Although no one has conducted research, this means this research is the first research to include this." As previously explained regarding work agreements, next is the researcher discusses work agreements in law.

Explaining: "In the law does not look at how the contract or work agreement was made, whether written or unwritten. Prioritize the good faith of both parties entering into a work agreement, which, if the contract is clear, is harmonious and harmonious. If the conditions have been met, the contract can be concluded is said to be legal and does not violate the Sharia or law.

Trying to make an "agreement between workers and employers by giving moral values to all problems without exception employment. The law has a very wide range of explanations and explanations. Especially in the world of industrial businesses or organizations that have workers in the field labor law". Work agreements are classified as leasing (al- ijarah), namely al-ijaraha'mal where the rental is in the form of human services or skills. to do work.

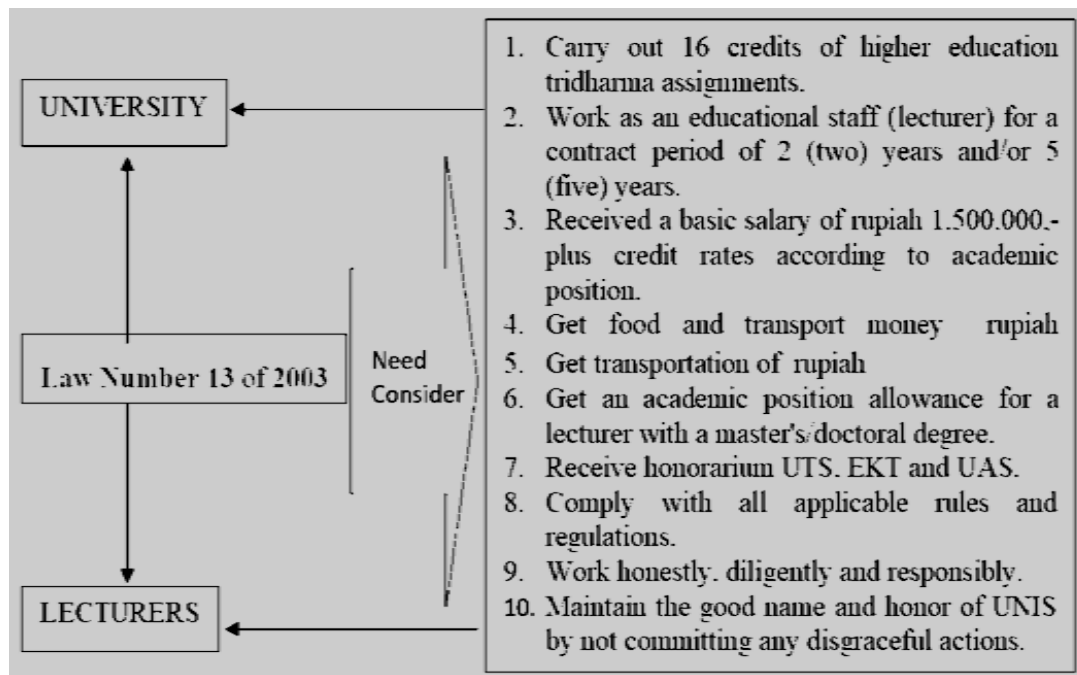


Figure 2. Problem description and considerations

Problem Discussion

Regarding work agreements, UNIS Tangerang, as a modern organization, of course implements work agreements. An employment agreement is “an agreement in which the first party (worker) binds himself to work by receiving wages from a second party, namely the employer, and the employer binds himself to employ the worker by paying wages. In Law no. 13 of 2003 concerning ”.

Employment, it is stated that an employment relationship occurs because of a work agreement between employers and workers. A work agreement is an agreement between a worker/laborer and an entrepreneur or employer which contains the terms, rights and obligations of both parties. It was explained that the work agreement in Dutch is called *Arbeidsovereenkomst* has several meanings. Article 1601a of the Civil Code provides the following definition: A work agreement is an "agreement which the first party (siburah), binds

themselves under orders from another party, the employer for a certain time to do the work." and receive wages”. Meanwhile, based on Law Number 13 of 2003."Article 1 number 14 provides the meaning, namely: A work agreement is an agreement between workers/laborers with entrepreneurs or employers containing work conditions and rights and obligations of both parties”.

Carrying out the Tridharma Duties of Higher Education

Lecturers who have been certified are given a functional position allowance from the institution, "usually every semester lecturers make a BKD report (lecturer performance load) for a maximum of 16 credits, while the minimum is 12 credits. "If you don't have time to make a BKD report, your serdos allowance can be postponed".

Implementing the Tridharma of higher education with a workload equivalent to a minimum of 12 credits and maximum 16 credits in each semester Working as an Education Personnel (Lecturer) with a contract period of 2 (two) years and/or 5 (five) years. A lecturer's work agreement is actually a 2 (two) year working period or 5 (five) years; "What is written is like that. It must be there "clarity so that the lecturer who applies is firm. So if there is a dispute it must be discussed until it is resolved. The dispute between the two parties will be resolved first by deliberation to reach a consensus."

deliberation to reach a consensus did not produce results, so it was carried out through a legal procedure by choosing a legal position in the District Court. Referring to the theoretical study, it turns out that the lecturer who first started working at UNIS Tangerang

did not admit to having made a work agreement, "including for a period of 2 (two) years or 5(five years; even though in reality the agreement is not supervised by institutions.

Lecturers who already have publications, carry out teaching activities and provide community service can have their academic positions promoted"; for the first time Expert Assistant and for PPS lecturers, this is the first time they have been appointed as Lectors. This appointment is made at the start of the work, then research must be carried out and the results made into an article, then sent to the appropriate journal.

Get a Basic Salary

Lecturers who have been appointed by the UNIS Foundation and carry out Tridharma activities, namely, "higher education are given a basic salary and position allowance (if serving) as well as allowances functional (if you already have a functional position) whose size is in accordance with the provisions". Therefore, lecturers should actively implement the Tridharma of higher education; including publications articles in Sinta journals, national journals, international journals and reputable international journals (Indexing Scopus or WoS-Web of Science).

These credits are now not paid for by the number of credits taught by the lecturer, but are included in the basic salary or may have been calculated and included in the lecturer's functional allowance. Therefore, this system is regulated by the Head of the Study Program and/or Dean.

Get food and transportation money.

There is no money for food, "there is only transportation money, but now it has changed to rupiah, there is a calculation of payment for transportation costs, related to attendance with facial photos. This absence is good enough because it cannot be faked; This means that what time you go to work and come home from work depends on your attendance." Thus the allowance transportation provided to employees (lecturers) has many benefits; including the benefits of using technology.

The connection with this rupiah amount of transportation clearly provides great benefits that can be utilized by employees (lecturers), therefore this is an attraction and motivation for employee. At least employees can work every day because apart from getting a regular salary they also get transportation money. In the future, this transportation money could be considered to be increased.

Get Academic Position Allowances

Lecturer academic position allowances have been clearly regulated in accordance with the provisions, "starting from Expert Assistant, Lector, Head Professor, and Professor. Every lecturer is welcome to reach academic position, therefore lecturers must be active and able to work well." The welfare of lecturers is indeed one of the factors inhibiting the professional development of lecturers, this applies to almost all universities and can even be equated with welfare of lecturers abroad.

This cannot be blamed because until now the institution has not been able to do so provide a form of reciprocity that is in line with a professional's duties. However, if we refer to the concept of well-being in the previous chapter, well-being is divided into subjective well-being and psychological well-being. From this concept, welfare is not only seen in terms of salary but also rewards, promotions and protection for carrying out tasks, increasing competence, access to information, facilities and infrastructure, academic freedom, academic platform, academic autonomy, and psychological conditions with superiors. friends and students are factors. to move towards prosperity (Rizky et al., 2022).

The allowances lecturers receive according to their rank are worthy of gratitude and can continue to be achieved starting from Expert Assistant to Professor. For lecturers, this is a big challenge, Based on observations, lecturers are rarely able to achieve academic positions up to Professor, because retirement age has been reached.

This study will at least describe more clearly the position of lecturers at private universities from an angle employment law perspective (Caruana et al., 2021; Flanagan, 2019; Ma, 2019). The employment law referred to here is Law Number 13 of 2002 as a legal umbrella in the field of employment, so that lecturers and private universities can understand their respective positions so that they can avoid disputes that arise in the future.

Received UTS, EKT and UAS Honorarium

Then the UTS, EKT and UAS honorarium is a lecturer's right which can be given when the lecturer carries out his duties. However, "it's been 3 years since I've been at this institution because it's no longer given This task is a lecturer's task which inevitably must be carried out. Therefore, the institution provides it by converting it into position allowances, functional allowances, and/or rank allowances." The Tridharma of higher education is three main pillars which are one of the components to achieve the vision and mission of each university.

The tridharma of higher education consists of education and teaching, research, and community service. Every lecturer at a university is obliged to implement the Tridharma

of higher education. The implementation of the Tridharma of Higher Education Lecturers will be evaluated every semester by completing the Lecturer Workload Application (BKD) on the Integrated Resource Information System (SISTER) at each university. Even though on Every semester lecturers are required to fill in implementation data Tridharma of Higher Education, in reality not all lecturers are disciplined in filling in data (Jamil, 2020).

Even younger siblings have now been integrated into the Ministry of Education and Culture. This system is better than before even though the lecturer has not been able to fill it in correctly. UTS, EKT and UAS assignments are the lecturer's responsibility which must be carried out so that students can get a final grade (NA).

Comply with All Applicable Rules and Regulations

The provisions regarding the regulation of lecturers' duties are the implementation of the Tridharma of higher education, "which includes UTS, EKT and UAS. In fact, the lecturer's job is not just to obey but to carry it out. Therefore, complying with this also implies that the lecturer must implement it, if it is not implemented then the lecturer cannot develop so that the lecturer's career cannot be seen."

Thus, the burden on lecturers is actually very heavy, including conducting research, writing research reports, writing articles, sending articles to journals, both internal journals, accredited national journals, international journals, or reputable international journals, namely Scopus and/or WoS.

Work honestly, diligently and responsibly

Basically, "work ethics are based on sharia which demands to always work diligently, and work not only for oneself but for others. Ethics too often identified with morality, manners and manners." Not only that, for There are also several indicators used as measuring tools in the application of business ethics, including:

Five principles of business ethics, namely the principle of monotheism, the principle of justice, the principle of trust, the principle of freedom, the principle of virtue and honesty. The theory in the book Ethics for Building a Modern Society explains that there are 7 (seven) principles of work ethic, namely working to the end, working sincerely, working honestly, working using technology, working with a group, working hard, and working as a form of service.

These seven principles can be used as a basis for implementing or implementing work ethics because these principles are examples and views or work ethics carried out by the Prophet Muhammad which should be implemented to carry out work. From the

study above, actually working honestly, diligently and responsibly is in accordance with the work ethic. Therefore, lecturers must be able to work according to their work ethic. Thus, a lecturer's career plan must have good strength so that a lecturer's academic position can be achieved in a shorttime. Indeed, to achieve the rank of Professor, doctoral education is required.

Maintaining the Good Name and Honor of the Institution

In connection with this research, the word prohibition actually appears, "Lecturers need to maintain the good name and honor of the institution by not committing any disgraceful actions. Lecturers have the task of implementing the Tridharma of higher education; namely education and teaching; research and publications as well as community service". In the field of education and teaching, it also provides student guidance, exam proposals and thesis exams, theses and dissertations. In research and publications, lecturers also have to write articles to be published in journals.

In community service, lecturers can also provide assistance, direction and carry out additional tasks. Overall, "a lecturer does have his own credit value so that the lecturer can collect the credit value to submit a proposal for an academic position; including creating BKD (Lecturer Workload)". If a lecturer already has an academic position and passes the BKD, then the lecturer is given incentives and/or rewards in a certain amount. This is where you can feel like you are a good and comfortable lecturer because you get paid an honorarium.

Research Implications

The Tridharma of higher education requires lecturers to carry out educational and teaching activities, research and community service as required in the Lecturer Workload (BKD). This obligation is a requirement of almost all universities in Indonesia. Growing motivation and encouragement for lecturers to increase output in the field Tridharma is considered important for facilitating and developing a culture of writing and publishing academic scientific papers. This output can be achieved by providing

Quality is also called "quality" according to the Big Indonesian Dictionary (KBBI) which is defined as a measure of the good or bad of an object, level, level or degree in the sense of cleverness, cleverness, and so on. The Cambridge Dictionary defines "quality" (noun) as the degree to which something has a characteristic. Some experts state that there are many definitions of quality, but "quality is conformity to requirements" with the same meaning. Requirements should be spelled out in detail so everyone knows what to expect.

Quality is the sum of product characteristics, such as durability, comfort of use, and usability. Thus, lecturers in higher education must be qualified, meaning that the lecturer is able to implement the Tridharma of higher education correctly and is able to publish what he does in research.

CONCLUSION

The work agreement entered into by the lecturer is an implementation of the legal and research aspects. This provides positive insight so that lecturers are able to implement the Tridharma of higher education according to the provisions. UNIS Tangerang always facilitates lecturers to have the qualifications to write articles for publication in reputable national, international and international journals and/or Sinta.

In fact, in other implementation lecturers relatively do not experience problems, except for writing articles published in journals; This is a big deal. This publication can always be adjusted to the rank of academic position, for those with the rank of Associate Professor it is better to play in international journals or in reputable international journals (Scopus or WoS) and then be able to prepare a proposal to the Professor.

Meanwhile, other publications can be intended for lecturers who are still Expert Assistants and Lecturers or Associate Professors. By understanding the lecturer's duties in this work agreement it is hoped that he will be calmer and more peaceful so that he understands his status as a lecturer with the academic position he holds.

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The authors declare that the research was conducted in the absence of any commercial or financial relationships that could be construed as a potential conflict of interest.

INTERVIEW GUIDELINES

Research title : Implementation of Legal Aspects in Employment Agreements Employees at Syekh-Yusuf Islamic University Tangerang- Indonesia.

Researcher : Seno Santoso

This research includes: The legal aspects of this employment agreement include a focus on:

1. Carry out the tasks of higher education tridharma of 16 credits.
2. Work as educational staff (lecturer) in a contract period of 2 (two) years and/or 5 (five) years.
3. Receive a basic salary of Rupiah . 1.500.000,- plus the credit rate according to the academic position.
4. Get food and transport money Rupiah . 40.000,-
5. Transport fee of Rupiah . 50.000,-
6. Receive academic position allowances for lecturers with Masters/S3 education.
7. Receive honorarium for UTS, EKT and UAS.
8. Comply with all applicable rules and regulations.
9. Work honestly, diligently and responsibly.
10. Maintain the good name and honor of UNIS by not committing acts that are not commendable.

Interview Questions

1. Indicator: Carrying out 16 credits of higher education tridharma. Carrying out the tasks of higher education tridharma totaling 16 credits is an indicator of the legal aspects of employee work agreements. According to the informant, is the implementation of the

tridharma duties of higher education 16 credits at the Universitas Islam Syekh-Yusuf Tangerang-Indonesia?

Answer:

- Indicator: Working as an educational staff (lecturer) during a contract period of 2 (two) years and/or 5 (five) years. Working as an educator (lecturer) on a contract period of 2 (two) years and/or 5 years is an indicator of the legal aspects of an employee's work agreement. According to the informant, is the implementation of lecturer duties during a contract period of 2 (two) years and/or 5 (five) years at the Universitas Islam Syekh-Yusuf Tangerang-Indonesia?

Answer:

- Indicator: Receives a basic salary of Rupiah . 1.500.000,- plus the credit rate according to the academic position. Receive a basic salary of Rupiah . 1,500,000, - plus the credits rate according to the academic position is an indicator of the legal aspects of the employee work agreement. According to the informant, do lecturers receive a basic salary of Rupiah . 1,500,000, - plus the credit rate according to the academic position at Universitas Islam Syekh-Yusuf Tangerang-Indonesia?

Answer:

- Indicator: Getting money for food and transport Rupiah . 40.000,-. Get food and transport money Rupiah . 40,000,- is an indicator of the legal aspects of employee work agreements. According to the informant, do lecturers receive Rupiah . 40.000,- on Universitas Islam Syekh-Yusuf Tangerang-Indonesia?

Answer:

- Indicator: Transport money of Rupiah . 50,000,- Transport money of Rupiah . 50,000,- is an indicator of the legal aspects of employee work agreements. According to the informant, do lecturers receive transport money of Rupiah . 50,000 on Universitas Islam Syekh-Yusuf Tangerang-Indonesia?

Answer:

- Indicator: Receiving academic position allowance for lecturers with Masters/S3 degrees. Receiving academic position allowances for lecturers with Masters/S3 degrees is an indicator of the legal aspects of employee work agreements. According to the informant, do lecturers receive academic position allowances for lecturers with Masters/S3 degree in Universitas Islam Syekh-Yusuf Tangerang-Indonesia?

Answer:

7. Indicator: Received honorarium for UTS, EKT and UAS. Receiving UTS, EKT and UAS honorariums is an indicator of legal aspects in employee work agreements. According to the informant, did the lecturer receive an honorarium for UTS, EKT and UAS in Universitas Islam Syekh-Yusuf Tangerang-Indonesia?

Answer:

8. Indicator: Comply with all applicable rules and regulations. Complying with all applicable rules and regulations is an indicator of the legal aspects of employee employment agreements. According to the informant, can lecturers comply with all the rules and regulations that apply to Universitas Islam Syekh-Yusuf Tangerang-Indonesia?

Answer:

9. Indicators: Work honestly, diligently and responsibly. Working honestly, diligently and responsibly is an indicator of the legal aspects of employee employment agreements. According to the informant, can lecturers work honestly, diligently and responsibly to Universitas Islam Syekh-Yusuf Tangerang-Indonesia?

Answer:

10. Indicator: Maintaining the good name and honor of UNIS by not committing any disgraceful actions. Maintaining the good name and honor of UNIS by not committing disgraceful actions is an indicator of the legal aspects of the employment agreement. According to the informant, can lecturers maintain the good name and honor of UNIS by not committing disgraceful actions at the Syekh-Yusuf Islamic University, Tangerang-Indonesia?

Answer: