ABSTRACT

In the industrial-relationship, the entrepreneur and the laborer are involved directly, while the government as the regulator. As the regulator, government creates a harmony relationship as the pre-requisite of a successful business. Government’s regulation is not an absolute guarantee of safe and clear condition for the business. The different opinion and interpretation to a regulation as the effect of different affair, and it finally disturb the industrial’s relationship stability (including the laborer activity and the productivity of company). The regularization of rights and obligations of the two sides, is manifested in regulations of company, work joining agreement, work agreement, still causes the disputing in practical. Acts No.2/2004 is a preventive effort of the government in establishing harmony industrial-relationship, and also as a repressive medium if there is a disputing among laborer and entrepreneur.

Key words: laborer normative rights; industrial-relationship disputing solving