

ABSTRACT
INDUSTRIAL CONFLICT:
A Study of Interaction Ritual (Based on Interaction Ritual Theory/IRT)
of Industrial Relations in East Java

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This study investigates the industrial conflict from the perspective theory of interaction ritual Randall Collins, especially about the ritual interaction that occurs between workers and businessman, members and union officials, as well as the union between the post New Order, and understand the meaning of industrial conflict among workers.

This research was conducted in Surabaya, using a phenomenological approach. Overall, this study did depth interview with 19 informants, namely labour activists, businessman and bureaucrats.

This study found that in the New Order era, industrial conflict between workers and businessman openly does not happen, because it deliberate controlled by businessman and the state (government). Post New Order is considered more democratic, the ritual interaction between workers and businessman has not been successful, even though legislation has been set. Opportunities for dialogue, negotiate, sit together between workers and businessman are very small, so that the conflict was not inevitable.

Post New Order happened to freedom of association, especially from the aspect of the amount of the union, but remains weak bargaining position of labour. On one side of the multi union considered very democratic, free trade unions set up and choose, free to gather and to express opinions during rallies. On the other hand, multi union resulted in fragmentation of labour, trade unions more and more, competing for members, and potential horizontal conflicts, unsolid workers, occurred exclusiveness and more concerned with each flags, resulting in the ability to negotiate and labour force becomes weak. This workers' bargaining position is weakened because the number of unionized workers is getting smaller due to the use of contract labour and outsourcing. The weak bargaining labour position in the new Order, due to deliberate control by the state (government).

There is a difference meaning conflicts among labor activists. labour activists (not the union officials) defines industrial conflict as a means to fight for basic rights, means of learning about the right to organize. Trade union activists (officials), interpret the industrial conflict as a strategy to defend and to fight for the rights of workers, the scene of education for workers, so that each element can determine its position. The trade union activist held a demonstration and strikes as a forced choice or a necessity. Trade union activists after the New Order interpret industrial conflict as the last weapon or the ultimate weapon, even as the most powerful weapon for workers to exert pressure on businessman. While trade unionists formed New Order, interpret conflict as impure actions performed labour, but there are other parties involved, even the politically charged.

Keyword: industrial conflict, outsourcing, ritual interaction, basic right, the ultimate weapon, win-win solutions.