

**ABSTRACT**

**DISPUTE SOLUTION OF INDUSTRIAL RELATIONSHIP ACCORDING TO  
LAW NO 2 YEAR 2004 ABOUT DISPUTE SOLUTION OF INDUSTRIAL  
RELATIONSHIP**

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Solution industrial relationship is a different opinion causing conflict between entrepreneur or entrepreneur combination with worker or labor because there are dispute about rights, needs, firing, and dispute between Union Worker in one company. Those dispute could be solved through Trial (in this matter Industrial Relationship Trial) and outside trial (through bipartite negotiation, mediation, conciliation and arbitration). By forming Law no 2 Year 2004, we will find out whether its mechanism and institution reflect solution which fairness and justice compared with previous regulation.

Research is done by approach on law regulation and jurisprudence. Analyze law regulation, work of law realm and law literature and then it is done systematization.

The result of this research that mechanism of solution dispute industrial relation is not fully reflect fairness and justice for the parties. Solution Dispute Industrial Relationship not positioning mediation and conciliation as ADR but as mechanism between which must be reached by the parties in conflict before the reach trial path. The existence of industrial relationship trial is not along with a clear sanction for their apparatus who contravene.

**Keywords:**

- Dispute solution industrial relationship
- Fairness and justice.