

Remedies for Demotion Employees due to Age Factor

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ABSTRACT

Legal protections need to be provided when the company performs a transfer to a position level lower than the previous (Demotion) by terminating a termination of employment. The mutation by the company uses the reason that workers are elderly and considered less productive, such reasons are beyond the provisions set out in Law No. 13 of 2003 concerning Employment. Research type doctrinal research, normative juridical. The results obtained from this research are to know the authority of the company in committing mutations to workers at a lower position (Demotion) to the base of the elderly who are less productive and to know the legal remedy for Employees who are mutated at a lower position (Demotion) due to age factor.

Keywords: Demotion, Legal Protection, employees, Age

INTRODUCTION

In line with today's development, human needs are growing and diverse. In meeting the needs, each person is required to work in order to maintain his life as well as clothing, food and board. At least when the three elements are fulfilled, then the life of one can be said prosperous. Working in this case can be done independently or work to others. Working independently is not governed by labor law. Labor law regulates work in the sense, there is a working relationship between employers and labour.

Labor will get a reward or wage on a work he does for the sake of ordering it. Labor that is in a working relationship is

called worker. In article 1 number 2 of Law No. 13 of 2003 concerning Labour, the understanding of labour is anyone who is able to do the work in order to produce goods and/or services both to fulfill their own needs and for the community, while the understanding of workers according to article 1 Number 3 Act No. 13 year 2003 is everyone who works by accepting wages or rewards in other forms. Thus the implementation of the work or intended by work is the labor deployment of services that a person who is bound by a treaty with another party on the condition shall be subject to the order of the party with the intention of obtaining wages or rewards. (Kartasapoetra et al, 1990)

The job field in Indonesia is still not as crowded when looking at the number of workforce is much more. The majority of the workforce is low education level or even has no educational history at all. Given the quality of the available resources, after that the new will reach a balance point indicating the ideal comparison between the number of jobs and the employment opportunities offered. (Lanny Ramly, 2001). Therefore, there is a need for changes in the employment sector by building human resources that are firmly attached to the Pancasila and the implementation of the Constitution 1945 as the guidelines. Such changes will continue to open up to a wide range of employment opportunities as well as sufficient income to fulfill all forms of life needs. The expansion effort should be taken with priority measures that can spur industry developments that lead to the labor-

intensive industry. The role of the development of employment itself is as a derivative of the development of manpower based on the Pancasila and the Constitution of the Republic of Indonesia Year 1945 in order to realize independence about National economy and advanced with the principle of economic democracy in order to achieve a high level of prosperity for all Indonesians with fairness and to improve the dignity of the, dignified by Pancasila and the Constitution of the state Republic of Indonesia Year 1945.

The working relationship occurs after the employment agreement. After the employment agreement, the worker had officially obtained a job and carried out the duties commanded by the employer in which he worked. Lately, there is often a mess and the fragility of the company's performance system with a problem in it as well as the transfer of the position in other words mutation. The definition of mutation according to the Great Dictionary of Bahasa Indonesia (KBBI), is a migration of employees from an initial office to another office. The movement of the position is usually done because of the company's desire, the needs of the company and the wishes of the worker/laborer itself. Mutation is not a problem because in fact, to encourage a person in order to improve work performance sometimes such a mutation needs to be done. Often companies that commit mutations are to increase the effectiveness and efficiency of work from workers or laborers in doing their work.

Unlike if the worker is mutated to a position at a lower level (Demotion), the wage is under the regional minimum wage and is accompanied by reasons for the elderly who are unproductive. Of course it makes the worker feel uncomfortable and hurt if the job has worked in his employer a dozen years and it is not a fast time. This problem shows that the more problematics that occur in the field of employment, especially in terms of the role, and the problematics are seen from the irregularities that the company does in the

implementation is not aligned With existing legislation, such a thing is very important when every perpetrator is required to submit and comply in the applicable legal system, in particular Act No. 13 year 2003 about employment, so that The fundamental rights for the workforce can be well protected and at the same time will achieve the development of a conducive business world in Indonesia.

In line with article 5 of Law No. 13 of 2003 which gives the arrangement that each workforce has the same opportunity without discrimination to obtain employment. With the intention of each workforce to have equal rights and opportunities to obtain a decent work and livelihood without distinguishing gender, ethnicity, race, religion, and political flow in accordance with the interests and abilities of the workforce concerned, Including the same treatment of disabled people. Thereby, the moral foundation of employment relationship is certainly the Constitution 1945, namely article 27 paragraph (2) "Every citizen of the State is entitled to the work and livelihood that is viable for humanity". When observing the sound of the above article seems to really refer to the interests of the whole community, namely by putting the interests of the Community or citizens as the main objectives. (Machsoen Ali, 2003)

If an employer commits a worker's mutation with positions under the previous office and his wages in pieces then it poses a legal problem to be resolved. Therefore it is necessary that there is an early anticipation to minimize a cotractual dispute resulting in the loss of both parties does not occur. The implementation of a good and harmonious working relationship, is expected to create a harmonious relationship between workers and entrepreneurs which is enacted by Pancasila and the Constitution of the Republic of Indonesia 1945. Based on the above background, the author intends to discuss the legal protection of the workers that were mutated because of the age factor

and what rights the worker had during his work in the company he worked for.

LITERATURE REVIEW

Demotion definition

According to Kamus Besar Bahasa Indonesia (Kbbi) suspension sense is the transfer of a position to the lower position. In the Law of the Republic of Indonesia No. 13 of 2003 on manpower do not recognize and do not regulate the provisions of suspension (decline in office).

In addition to the above definition, there are some experts who give his opinion about Demotion, as follows:

- a. According to Suratman, suspension is a part of formal employee development to create competition among employees to stimulate employees' work performance. (Suratman, 2006)
- b. According to Rachmawati, suspension sense is a decline to lower level position. (Rachmawati Kusdyah Ike, 2008)
- c. According to Simamora, suspension is the transfer of officers from a position to another lower position in an organization, so that the authority, responsibility, income and its status is also lower (H. Simamora, 2002)

From the above the defendant can be concluded that the demotion occurs if an employee is transferred from a position of another lower position, both salary level, responsibility, or structural level.

Understanding of workers

According to article 1 sentence (2) UUK, which is meant by Labor is anyone who is able to do the work in order to produce goods and/or services both to meet their own needs and for the community. Article 1 paragraph (3) UUK formulates the understanding of workers is any person who works by accepting wages or remuneration in another form.

According to Maimun the understanding of workers is everyone who works by accepting wages and rewards in other forms. In the defendant there are two elements that are people who work and

receive wages or rewards in other forms. (Maimun, 2003) Workers or laborers are part of the workforce that works in the working relationship, under the employer's orders. (Maimun, 2003)

In the era of Dutch colonization which is meant by Labour is a crude worker such as Kuli, artisan, foreman who do rude work, which is often referred to as ' the Callar Bule '. While the work in government and private offices are called "Employee/Employee" (White Collar). This distinction carries the consequences of differences in treatment and those rights by the Dutch Government is not detached from attempts to split the indigenous people. (Then Husni, 2008)

Classes that include non-working force are labor or people aged in the working age who are not working, do not have work and are not looking for work, namely people whose activities are in school (students, students), Taking care of households (meaning mothers who are not career women), as well as accepting income but not direct remuneration and services (pension, disabled people with donations). Both groups in the group of Souls can offer services to work at times. Therefore, the group is often referred to as the Potential Labor Force. (Siswanto Sastrohadiwirjo, 2002)

Definition of legal protection

Grammatically, protection is a refuge or thing (Protective Act). Protecting is causing or causing shelter. The meaning of refuge, including: (1) placing itself in order not to be seen, (2) hiding, or (3) ask for help. Meanwhile, the notion of protecting, including: (1) covering so as to be invisible or visible, (2) maintain, care for or maintain, (3) Save or give help. (Ministry of Education and Culture, 1989)

E. Utrech suggests, the law is a set of rules governing or managing the order of a society and therefore must be obeyed by society. (Waluyadi, 2001) According to Satjipto Raharjo, the protection of the law is to provide the Pengayoman against human

Rights (HAM) that is harmed by others and the protection is given so that the public can enjoy all the rights granted by the law (Satjipto Rahardjo, 2000)

According to Imam Soepomo as quoted by Abdul R Saliman expressed protection against citizens in the field of labour, divided into three kinds, namely economic protection, social protection and technical protection. (Abdul R. Saliman, 2005) **First**, economic protection is essentially a protection aimed at the labor of being able to enjoy sufficient income enough to meet the needs of everyday life for both themselves and for their family members Worthily. Legislation that provides economic protection here includes provisions on wages and social security. **Secondly**, it contains social protection, aimed at so that workers/workers can enjoy and develop their lives as human beings in general and especially as family members, for example a woman who is a mother or mother, a young child who must develop her physical and spiritual. In other words so that Labour is not seen as a mere production factor but also must be appreciated Harkat and his dignity as human beings in general. **Thirdly**, technical protection is essentially a labor protection aimed at the workers/workers avoid the risks of workplace accidents in the workplace, either due to work tools or materials done by workers/workers. Included in the scope of a work accident if the accident occurred during a worker/worker is undergoing an accident to the workplace from home, or returning from work to home from a reasonable route. This technical protection is reflected in the provisions governing working problems. For example, provisions that prevent the occurrence of post-illness, poisoning, fire, blasting etc. (Zaeni Asyhadie, 2007)

Protection of workers can be done, either by providing guidance, or by way of improving the recognition of human rights, physical and technical protection and social and economic through the norm prevailing in the

work environment. (Kartasapoetra et al, 1993)

Understanding elderly

Pursuant to article 1 number 2 of the law No. 13-year 1998 of the elderly welfare governing "seniors are one who has reached the age of 60 (sixty) years and above". Whereas, in article 15 government regulation number 45 year 2015 about the implementation of the pension guarantee Program regulates that the first time the retirement age is set 56 years, starting 1 January 2019 pension age to 57 years and subsequent retirement age increased 1 year every 3 years the following until reaching the retirement age of 65 years. Based on this, it can be concluded that the company in this case will discriminate with the workers ' age. Age discrimination is usually in the form of suspension to workers/workers who are considered to enter the old age who are not productive so that the worker/workers suffer losses in the form of fulfillment of workers ' normative rights in a reduction of wages. That, the actions undertaken by the company in conducting suspension actions against workers/laborers that are considered to enter an unproductive age and reduce the wages that can be by the workers then the company can be said to have discriminated.

METHODS

Methodology

The type of research used is doctrinal research. The notion of doctrinal research is a study that results in a systematic explanation of legal norms governing a particular legal category, analyzing relations between legal norms, explaining difficult areas, and expected to also provide predictions regarding future legal norms development. This type of research will be used to explain the formulation of the problem in this thesis. The approach used in this legal study is that of approach and conceptual approach. The legal approach is done by studying all the laws and regulations that are relevant to the protection of the workers that are mutated at a lower position (Demotion) due to age factor. The

legislation approach in normative legal research has both practical and academic uses. This approach is used to study deeper on the issue so that later get the result of an argument to solve legal protection issues for workers who are mutated at a lower position (Demotion) due to age factor.

The conceptual approach, according to Peter Mahmud, went from the views and doctrines that flourished in the science of law. Still according to Prof. Peter, the conceptual approach is done while the researcher does not depart from the existing rule of law. It is done because there is not or no rule of law for the problem encountered. (Peter Mahmud M, 2005)

RESULT AND DISCUSSION

Company's Prohibition On Demotion Based On Age Factor

Labor to be able to work in a company always begins with the existence of a work agreement. The legal relationship that occurs in the employment agreement begins with the agreement. The agreement is set forth in a treaty that binds both parties and raises the rights and obligations of both parties making it. It can be said that the employment agreement is an agreement that is born or arising from a treaty. In the making of agreements, employers and workers/laborers subject to the provisions have been governed in article 1320 of the Civil Code (KUHP) which provides an explanation of the legal requirements of the agreement. Prof. Soepomo argued that the work agreement should be an agreement whereby the one party (Labour) is to bind itself to work on the other (employer) for a certain time by accepting wages and other parties (employers) bind themselves to employ the one (Labour) party by paying wages. (Adrian Sutedi, 2009) While Prof. Subekti gives understanding, the employment agreement is an agreement between an employer characterized by the characteristics of a certain wage or salary, a relationship under the (*dietsverhouding*), a relationship on the basis of the One party, the employer has the right to give the order

to be obeyed by the other party. (Adrian Sutedi, 2009)

According to article 1 Figure 15 of the manpower law, the elements

Employment, orders, and wages are made. From the understanding of the work relationship, the work relationship (work agreement) has three elements, as follows:

1. Employment

In a work agreement there must be a promised work (object of Agreement) and the work must be done by the worker. In general, the work is all the deeds that must be done by workers/laborers for the sake of entrepreneurs in accordance with the work agreement content. (Adrian Sutedi, 2009)

2. The existence of wages

Wages must be in every working relationship. Wages are the rights of workers/workers received and expressed in the form of money or other forms in exchange for employers or employers to workers/workers that are stipulated and payable in accordance with a treaty, agreement, or regulatory legislation, including benefits for workers/workers and their families on a work and/or service that has been conducted. Thus, the point of wages is a reward paid by entrepreneurs to workers/workers for the work that has been done by workers/laborers. (Adrian Sutedi, 2009)

3. The command

The order is the most distinctive element of the working relationship, meaning the work done by the worker/Labour is under the order of the entrepreneur. In practice, the element of this command for example in a company that has a lot of workers/labour, ie the rules of order that must be obeyed by workers/labour. . (Adrian Sutedi, 2009)

In compliance with the three elements above, there is a good working relationship that is made in the form of written or oral employment agreement. The working relationship between workers/laborers and entrepreneurs consists of a permanent

working relationship and no permanent employment relationship. In a fixed working relationship, a working agreement between workers/laborers and entrepreneurs is based on a work agreement for an inspecific time (PKWTT), whereas in a permanent employment relationship between a worker/Labour and an entrepreneur is based on a work agreement for a certain time (PKWT).

A working relationship of worker work productivity is certainly very reliable. If a worker works less passionate, it is most likely because the worker is bored or already saturated. If this is left to lead to a decrease in working productivity, it will certainly bring a loss for the company. While no companies are willing to lose. The activity of moving workers from a part (workplace) to another is not an activity that is considered tabuh. The move of position or occupation is a common phenomenon in a company. Even this activity is done to develop workers. This is because mutations are needed so that workers gain new, wider knowledge and experience. The mutation of workers is generally a follow-up of the performance assessment of workers or workers in a company achieved by the workers/laborers in question. The move can certainly happen to a higher level, equal or lower hence the mutation itself distinguishable into promotion, rotation, and demotion.

Promotion of the position is a movement of the office of a worker from the previous position to a higher position or can be said as an increase in position. A promotion means transferring from a position to another position having higher status and responsibility. Usually the transfer to a higher position is accompanied by an increase in salary or wages and other rights. With promotion, it can be a motivation for someone to get the opportunity to progress. It has become the basic nature of man in general to be better, more advanced than the position held at this time. The opportunity to advance within the company is often referred to as promotion.

(Priyono and Marnis, 2008) Even so there are promotions that are not accompanied by an increase in salary, which is referred to as dry promotion. Although in the face it has been mentioned that people in general want progress in his life does not mean that all people (workers/laborers) will be elevated to the rank. There are workers/laborers who do not want to be appointed as "supervisors" for example. Some reasons can be mentioned here why one refuses to be promoted. Firstly, the accepted salary difference may be considered unbalanced with additional responsibilities. Secondly, they felt a sense of abandoning the old group to get into a new group that was uncertain of its acceptance attitude. A worker/laborer who was appointed a foreman for example, was forced to abandon his old counterparts, however he now becomes "another" to enter a new group (in this case the foreman). Thirdly, is the "security" factor perceived by the workers/laborers promoted. New work is always about change. At the old job, the worker has had the expertise and the master, while the new job, there are always uncertainty factors. Although not all workers/laborers want to be promoted, but generally workers/laborers want this promotion. So big is the role of promotion for workers/workers, then it is supposed that the personnel manager set the promotion program and provide it to the workers/laborers. (Priyono and Marnis, 2008)

Job rotation is the shift of a person's work in a company that has the same level of level from a working position before it has moved to work. Salary compensation, new duties and responsibilities are generally the same as is available. Work rotation is done to avoid the saturation of workers or workers on a sometimes boring job routine and have other goal functions so that one can master and deepen other work in different areas of a Company. Rotation can sometimes be used as an early stage or stepping stone to get future promotions. The essence of the mutation is a form of

attention to subordinates. It can be said that rotation as an activity from the company's leadership to move workers/laborers from a job to another job that is considered as level or parallel. (Fathoni, Abdurrahmat, 2006)

Demotion is a position from the previous position to the lower position. Demotion is a form of discipline that is still questionable element of education. In other words suspension is actually a form of punishment against workers/laborers who are incapable of doing their duties. The company always demands that every worker/Labour always perform its duties well. If the employee/worker does not perform the job properly then it is likely to be suspension or termination. This is because companies are interested in workers in order to work well so that the company's objectives are achieved. They can happen when workers/laborers work optimally as possible. The problem of "demotion" also often considers this seniority element. The problem of "demotion" is the transfer of a worker/Labour to a lower position, with lower authority and lower salary/wage. (Priyono and Marnis, 2008)

According to Manullang, the demotion occurred in the company primarily due to negative influence on the moral of the worker in question and could affect the performance and moral of other workers in the company. (Noor Aini Pratitha et al., 2013) As opposed to promotion, suspension is the assignment of workers/laborers in the offices whose status, responsibilities and salary is smaller than the original post. Generally suspension conducted because the worker/workers in question has committed a breach of the company's regulations, but more due to the inability of workers/workers to perform the function of the office that is his responsibility. (M. Manullang et al, 2011). Labor law is a law governing the relationship between Labour and employer. Labor law serves to protect the interests of workers/laborers against the unrestricted power of the employer. In day-to-day talks are certainly often heard of labour

normative rights. Normative rights are not necessarily identical to wages, one form of a normative right dispute can occur due to arbitrary mutations. Protection of the normative rights of workers/laborers can be done by the Government acting as arbitrators (referees) of the disputes of workers with entrepreneurs and or governments with mutually beneficial discretion. In Indonesia, the issue of labour/employment has been governed by Law No. 13 of 2003 on employment. Employers have an obligation to fulfill and adhere to the normative rights of workers in each job provision.

Regarding the suspension itself is not given its arrangement in Law No. 13 of 2003 on employment or other relevant regulations or related legislation or employment. Accordingly, the arrangement of this demotion can be set by itself in a work agreement, company regulation or joint work agreement. So, regarding matters related to the imposition of discipline on workers/laborers who commit an offence that harm the company should be more submitted to the authorities and workers/laborers to be agreed together in the form of the work agreement or the company regulation or joint work agreement.

The suspension system is known as a decrease in the position of identical with the promotion-suspension process, which is part of a human resource program in terms of reward and punishment for worker/Labour performance. The need to demote the worker/Labour can be caused by, first based on an objective that is objective fair and transparent, workers/workers are judged to not be able to hold the office, and both conduct a violation of the work discipline done repeatedly related to the post, although no accident, misuse the position for personal use, work time discipline, waste working time so that the Efficient, and use uptime beyond the company's interests. The procedure is Demotion, which is as the policy of the company must be communicated, socialized to the worker/Labour. When workers/laborers cannot

accept a company policy in question, it is of course an agenda of the dispute. When it is the agenda of the dispute then the rights and obligations of each Party must necessarily continue to run as stipulated in the Manpower Act. Regarding the rights and obligations of each Party shall continue to run until the decision of the Court having a permanent legal force to declare that the demotion is legitimate or not. In the event of suspension implementation of workers/Labour with the consideration of advanced age factors that are considered less productive in performing its obligations as a worker/Labour, then the company should be able to demonstrate that a worker/Labour may be categorized as an elderly person, pursuant to article 1 Figure 2 of law No. 13 of 1998 on the elderly welfare governing "seniors are one who has reached the age of 60 (sixty) years and above". Whereas, in article 15 government regulation number 45 year 2015 about the implementation of the pension guarantee Program regulates that the first time the retirement age is set 56 years, starting 1 January 2019 pension age to 57 years and subsequent retirement age increased 1 year every 3 years the following until reaching the retirement age of 65 years. Based on this, it can be concluded that the company in this case has been discriminated by age to workers. Age discrimination is carried out in the form of suspension to workers/workers who are considered to enter the old age who are not productive so that the worker/workers suffer losses in the form of fulfillment of workers' normative rights in the form of wages reduction. That, the actions undertaken by the company in conducting suspension actions against workers/laborers that are considered to enter an unproductive age and reduce the wages that can be by the workers then the company can be said to have discriminated.

Legal Remedies For Demoted Employees Due To Age Factor

The remedies that can be done are first through the Industrial relations Dispute

Resolution (PPhi) line. Settlement of industrial relations disputes must be carried out by conducting bipartite negotiations in consultation to achieve consensus first before taking the completion line through industrial relations courts, this has been stipulated in accordance with the provisions of article 3 of Law No. 2 of 2004 on the settlement of Industrial relations disputes. Settlement referred to above must be completed at least within 30 working days from the date of the negotiation commenced it is stipulated in article 3 of the Law No. 2 of 2004 on the settlement of Industrial relations disputes. Bipartite negotiations will go on a directional and controlled manner when making a treatise consultation. Treatise on the negotiations should be made because when the bipartite negotiations fail then the treatise of the negotiations can be used as evidence that bipartite negotiations have been executed because without such evidence disputes can not be continued Whether through mediation, conciliation, or arbitration. This demotion is the form of a dispute of entitlement, therefore if the bipartite talks do not reach the consensus, then the path that can be followed is the mediation path.

The mediation process is almost the same as bipartite negotiations, but the difference in mediation is that there is a mediator dealing with the problem. Mediation is an intervention of a dispute by a third party that is acceptable, impartial and neutral and helps the disputing party to voluntarily deal with the disputed issue. (Then Husni, 2004) If in this mediation process does not occur a peace agreement then the mediator must publish the recommendation. The recommendation contains opinions as suggestions of the mediator against the disputing parties. If the recommendation is received, then within 3 (three) business days at the latest, the mediator shall be completed assisting the parties to make a joint agreement and register it to the Industrial relations Court. However, if the recommendation is rejected, the objecting party must submit a lawsuit to the Industrial relations Court. In article 55

of Law No. 2 of 2004 governs that the "Industrial Relations Court is a special court that resides in a public judicial environment".

The provisions of section 56 of Law No. 2 of 2004 govern the duties and authorities of the Industrial Relations Court, i.e. checking and disconnecting on the first level of rights disputes, conflicts of interest, termination of employment, and the disputes between trade unions/unions in one company.

In addition to the legal efforts of the Industrial relations Dispute Resolution (PPHI), the parties may take a reporting path to the employment supervisor. The supervision of employment according to the provisions of article 1 Figure 32 Act No. 13 year 2003 is an activity to supervise and enforce the implementation of legislation in the field of employment. Employment supervision is conducted to ensure compliance and the implementation of all laws and regulations in the field of employment by all parties concerned. Therefore, employment supervision is done by the competent and independent employment supervisor. Employment supervision is essential to the protection of workers/workers, as well as a thorough employment law enforcement efforts. Labour supervision governed by Law No. 3 of 1951 on Labour supervision, aims to educate the company to always comply with the prevailing legal provisions that will ensure the safety and stability of the implementation of the work relationship, because the labor disputes that often occur are caused by companies that do not provide legal protection to workers/people in accordance with the prevailing provisions.

CONCLUSION

The company cannot commit mutations to workers at a lower position (Demotion) on a less productive basis for the elderly. The company is not supposed to demote because suspension is usually intended because the worker/workers in question have committed a breach of the

corporate regulations. The company may not commit mutations to workers based on the less productive elderly because they include age discrimination. There are three kinds of legal remedies that can be done by workers or laborers. Its first legal remedy is through the Industrial relations Dispute Resolution (PPHI) line. In the legal efforts of the Industrial relations Dispute Resolution (PPHI) first took bipartite negotiations. If the bipartite negotiations are not found as a consensus, the worker/Labour may make non-litigation efforts, i.e. mediation, conciliation, or arbitration known as tripartite, including the legal effort line of the Industrial relations Dispute Resolution (PPHI). Secondly, workers/laborers can make complaints or reporting to the Employment supervisor. Third legal remedies related to the violation of the sanctions, workers/laborers can report to civil servants investigators (PPNS).

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How to cite this article: Nurhayati S, Medaline O. Remedies for demotion employees due to age factor. International Journal of Research and Review. 2020; 7(3): 419-428.
