

ABSTRACT

Fixed Term Employment Contract (PKWT) is widely used by employers or companies that it is very efficient in running the company's operations and minimizing the company's expenses. The X Private Company is one of the private company in Sidoarjo who uses Fixed Term Employment Contract system for their workers/laborers, but the employment contract that they made is not in accordance with employment legislation. The validity of an employment contract must contain with the elements and legal conditions of an agreement so as not to cause legal consequences in the future. This research used a socio-legal method which means based on the facts in the field as an empirical social phenomenon. The employment contract is valid when it is signed and will be invalid when the regulations governing it are violated. If the Fixed Term Employment Contract (PKWT) is not in accordance with the legislation, it becomes an Indefinite Term Employment Contract (PKWTT). The company will be subject to criminal sanctions if the employment contract is not in accordance with the legislation. This research has benefits for the writer to develop his legal science, Manpower and Transmigration Office, Labor Unions and Public who needs information that related to employment.

Key Words: Employment contract, validity of contract, legislation result