

## The Role of Tripartite LKS to Increase Work Productivity and Conductivity

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### Abstract

Tripartite Cooperation (LKS) is vital in creating harmonious industrial relations between employers, workers, and the government. The Tripartite concept refers to the involvement of three parties: the government as a regulator, employers as employers, and workers as parties carrying out the work. Through this institution, social dialogue and deliberation between the three parties are expected to accelerate problem-solving, create fairer policies, and increase productivity and work conductivity in various industrial sectors. Tripartite LKS is a forum that allows for healthy communication and negotiation and reduces the potential for conflict in the world of work. The design of this study is a Literature Review. Literature review studies are used to collect data or synthesise sources related to research topics from various sources, including journals, books, documentation, the internet and libraries. The literature study method is a series of activities related to the method of collecting library data, reading and recording, and managing writing materials. The method of searching for articles in research journal databases and searching via the internet. The database search used is Google Scholar from 2019 to 2024. For article searches, the keywords used are also included in the data collection, namely "Tripartite LKS". Based on the results of this study, it can be concluded that the Tripartite LKS plays a very important role in increasing productivity and work conductivity. The existence of this institution not only functions as a mediator in resolving disputes but also as a facilitator in creating harmonious and mutually beneficial industrial relations. Therefore, strengthening the Tripartite LKS must be a priority in employment policies, both at the national and industrial sectors, to achieve sustainable economic development. With the Tripartite LKS running well, it is hoped that productivity and work conductivity will continue to increase, thus creating a better, more prosperous, and more productive work environment for all parties involved.

**Keywords:** Tripartite LKS, productivity, work conductivity, industrial relations, social dialogue, dispute resolution, workers' welfare.

### INTRODUCTION

The phenomenon of industrial relations problems in the global and national scope is related to the dynamics that occur between workers, employers, and the government. The three form a system of interrelated relationships, and the problems that arise can affect productivity and work conductivity. The role of the Tripartite Cooperation Institution (LKS Tripartit) here is very important to maintain healthy industrial relations and support increased productivity and work conductivity. Global Economic Uncertainty: Global economic instability, such as the financial crisis or pandemic (eg COVID-19), affects people's purchasing power and industrial stability. This can lead to layoffs, decreased worker welfare, and difficulties for companies to maintain their operations. Differences in Needs and Interests: In industrial relations, there is a tendency for differences between the interests of employers who want to increase profits and workers who want higher wages and better working conditions. On the other hand, the government tries to balance the two with regulatory policies.

Technological and Digitalization Challenges: The development of technology and automation affects work patterns around the world. Some jobs could be threatened with extinction due to being replaced by technology, while on the other hand, this technology can open up new jobs. Adapting workforce skills to these technological developments is a major challenge for industrial relations.

The phenomenon of industrial relations problems in the company scope is often influenced by various factors, both internal (from within the company) and external (from outside the company). Issues that arise in industrial relations can have a direct impact on productivity and work conductivity. In this context, the role of the Tripartite Cooperation Institution (LKS Tripartit) is very important to create harmonious working relations and increase efficiency and productivity at the company level. Imbalance of Needs between Workers and Employers: Often,

employers want to reduce production costs, which can lead to a reduction in the number of workers, wage cuts, or increased working hours. On the other hand, workers want decent wages, social security, and good working conditions. The tension between the two parties often triggers conflicts that can affect the work climate in the company. Termination of Employment (PHK): PHK is one of the serious problems in industrial relations in companies. PHK that is not in accordance with legal provisions or is not implemented fairly can cause dissatisfaction among workers. This can also damage the morale of workers who remain and affect their productivity. Improving Worker Welfare: Tripartite LKS can help design policies that improve worker welfare, such as health insurance, social security, and health care. Workers who feel appreciated and have their welfare taken care of tend to be more motivated and more productive at work. Encouraging Innovation and Positive Change: Companies that want to grow must be able to adapt to changes in technology and the market. Tripartite LKS can encourage companies to adopt innovations that can improve efficiency and productivity, and help workers adapt to these changes. This will create a progressive work culture, where workers feel involved in the progress of the company. Industrial relations problems in the company are often related to differences in interests between workers and employers, layoffs, poor working conditions, and challenges in adopting new technology. In this case, the role of Tripartite LKS is very important to bridge the interests of the three parties (employers, workers, and government) and create mutually beneficial solutions. By increasing social dialogue, improving worker welfare policies, resolving conflicts, and improving workforce skills, Tripartite LKS can help improve productivity and work conductivity in companies. This will create a harmonious working climate, which will ultimately have a positive impact on the overall success of the company.

## Method

The design of this research is Literature Review, Literature review study is used to collect data or a synthesis of sources related to the research topic from various sources, including journals, books, documentation, the internet and libraries. The literature study method is a series of activities related to the method of collecting library data, reading and recording, and managing writing materials. The method of searching for articles in research journal databases and searching via the internet. The database search used is Google Scholar from 2019 to 2024. For article searches, the keywords used are also included in the data collection, namely "LKS Tripartit"

## Result and Discussion

Tripartite Cooperation Institution (LKS Tripartite) has an important role in creating conducive industrial relations both nationally and globally. By involving three main parties, workers, employers, and government - LKS Tripartite functions as a bridge that facilitates dialogue and problem solving in the world of work. The following are the benefits and roles of LKS Tripartite in increasing work productivity and conductivity, as well as creating a conducive industrial climate globally and nationally. Increasing Cooperation between Workers, Employers, and Government: LKS Tripartite functions as a forum where workers, employers, and government can communicate and work together to achieve common goals. With good communication, the three parties can identify and resolve emerging problems in a more constructive manner, which in turn increases work conductivity and productivity.

Maintaining Social and Economic Stability: One of the main benefits of LKS Tripartite is its ability to maintain social and economic stability. By resolving disputes peacefully and fairly, the Tripartite LKS can avoid social unrest such as strikes or riots that can damage industrial productivity and the economy as a whole. Improving Workers' Welfare: The Tripartite LKS helps in formulating policies that are more in favor of workers' welfare, such as fair wages, social benefits, and health insurance. Workers who feel that their welfare is being cared for tend to be more motivated and enthusiastic in working, which can directly increase their productivity.

Skills Enhancement of Workforce: Tripartite LKS encourages companies and governments to invest in training and skills development of workers. Skilled and highly competent workers will be able to carry out their duties more effectively and efficiently, which will certainly increase productivity at the company level. Encouraging Innovation and Positive Change in the Workplace: Tripartite LKS can help companies and workers to adapt to technological

developments and market changes. Through joint training and innovation programs, workers and employers can collaborate to improve industrial efficiency and competitiveness. The Role of Tripartite LKS in Creating a Conducive Industry Globally and Nationally Creating a Harmonious and Productive Work Environment: Tripartite LKS plays a key role in creating a harmonious work environment, where workers, employers, and governments work together to achieve a balance between economic benefits and social welfare. This is very important to improve work conductivity and create an atmosphere that supports high productivity. Peaceful Dispute Resolution: Tripartite LKS can be a channel to resolve disputes that arise in the workplace without having to involve detrimental methods, such as strikes or demonstrations. By resolving conflicts peacefully and fairly, the Tripartite LKS helps maintain the smooth operation of companies and prevents disruptions that could harm overall industrial productivity.

Compliance with International Standards in Industrial Relations: At the global level, Tripartite LKS helps countries to meet international standards set by organizations such as the International Labor Organization (ILO). Policies implemented through Tripartite LKS can create uniformity in industrial relations, ensure the protection of workers' rights, and create a fairer and more sustainable industry. Maintaining a Balance Between Economic and Social Interests: Tripartite LKS plays a role in maintaining a balance between the interests of employers who focus on profit and productivity, and the interests of workers who want welfare and social protection. With open discussions in the Tripartite LKS, the resulting policies will benefit all three parties and create stability in the industrial sector. Adaptation to the Challenges of Globalization and Technological Change: At the global level, technological developments and the process of globalization create major challenges for industrial relations. Tripartite LKS helps workers and employers to adapt to these changes, through new skills training, developing policies that support a smooth transition, and formulating policies to address the social impacts of automation and technological change.

Increasing Global Industrial Competitiveness: Countries with stable and efficient industrial relations will be better able to compete in the global market. The Tripartite LKS plays a role in ensuring that the industrial relations policies implemented support the development of competitive human resources and productive industries, which ultimately increase national and global competitiveness. The Tripartite LKS has great benefits in creating conducive industrial relations, both at the national and global levels. By functioning as a forum for dialogue between workers, employers, and the government, the Tripartite LKS can help resolve emerging issues, improve worker welfare, develop skills, and encourage innovation. This has a direct impact on better productivity and work conductivity, as well as the creation of a conducive industry within the company and the country. Globally, the Tripartite LKS helps ensure that industrial relations run in accordance with international standards, create a stable working environment, and encourage sustainable economic growth.

Improving Communication Between Parties: Tripartite LKS strengthens communication between employers, workers, and the government. In a company, good communication between management and workers is very important to prevent misunderstandings and ensure that the policies implemented can be understood and accepted by all parties. With open communication, problems that arise can be resolved immediately without causing prolonged conflict. Encouraging the Implementation of Innovation in the Company: Tripartite LKS also plays a role in encouraging companies to adopt innovations that can increase efficiency and productivity. Workers who are involved in the innovation process will feel more appreciated, and they will be more enthusiastic in implementing positive changes for the company. By involving workers in these changes, companies can create an atmosphere that supports innovation and sustainable development.

Improving Company Competitiveness: By creating conducive industrial relations, companies can focus more on business development and competitiveness. Tripartite LKS helps in creating policies that support improving the quality of products and services, as well as operational efficiency that can make companies more competitive in both domestic and international markets.

Adapting to Market and Technology Changes: Tripartite LKS also plays an important role in helping companies adapt to market and technology changes. For example, in facing the era of automation and digitalization, LKS Tripartite can help workers adapt through new skills training and ensure that workers remain relevant to industrial developments. This helps companies to stay ahead and not be left behind in global competition. LKS Tripartite has a very important role in creating harmonious and productive industrial relations within the company. The benefits

obtained from the implementation of LKS Tripartite include improving worker welfare, skills development, improving communication between employers and workers, and creating a safe and conducive work environment. By resolving conflicts peacefully and formulating fair and balanced policies, LKS Tripartite helps create a conducive industry, increasing productivity and work conductivity, and encouraging company competitiveness in facing global market challenges.

## Conclusion

To improve productivity and work conductivity in the company, the Tripartite Cooperation Institution (LKS Tripartit) plays a very important role. In order for industrial relations to run harmoniously and provide benefits for all parties (employers, workers, and government), recommendations and suggestions from the LKS Tripartite are needed that can be implemented concretely. The following are recommendations and suggestions for employers, workers, and the government regarding the role of the LKS Tripartite in improving work productivity and conductivity: Workers should be more active in participating in the LKS Tripartite. Through this participation, workers can convey their aspirations, receive clearer information, and play a role in decision-making related to their rights. Improving Competence and Skills: Workers are advised to continue to improve their skills through additional training and education, both organized by the company and other parties. Workers who have high skills can contribute more to improving company productivity. Being Proactive in Maintaining Good Cooperation: Workers need to maintain good relationships with employers and co-workers. A collaborative attitude and effective communication will minimize the potential for conflict and improve work conductivity. Maintaining Discipline and Performance: Workers should maintain work discipline and focus on improving performance. The desire to always provide the best results will have a positive impact on productivity and improve the company's position in the market. Respecting the Negotiation Process: Workers must be aware that the negotiation process in the Tripartite LKS must be carried out in a constructive and mutually respectful manner. They must prioritize rational dialogue and seek the best solution together with employers and the government. Encouraging the Implementation of Policies that Support Healthy Industrial Relations: The government needs to continue to encourage the implementation of policies that support the creation of harmonious industrial relations. This includes policies that support fair wages, social security, and protection of workers' rights in both the informal and formal sectors. Providing Training and Education Facilities: The government must provide training and education programs that can help workers to continue to improve their skills and adapt to industrial developments. This training can be held in collaboration with companies and educational institutions. Monitoring and Enforcing Occupational Health and Safety (OHS) Standards: The government must ensure that companies comply with the OHS standards set by law. The government must also ensure that all workers, especially those working in high-risk sectors, receive proper protection.

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