

Strengthening Legal Protection, Business Legality, and Occupational Safety and Health for Stone Carving Craftsmen

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Abstract

This community service activity aims to increase the understanding of stone carving craftsmen in Sedayu, Muntilan, Magelang Regency, regarding the importance of labour law protection, business legality, and the implementation of Occupational Safety and Health (K3). This activity is a form of commitment to support the creation of a safe, healthy, and dignified work environment, as well as providing legal certainty for business actors and workers so that they are not vulnerable to the risk of work accidents and industrial disputes. Thus, to realize a sustainable and competitive handicraft business ecosystem, it is necessary to have an integrated protection strategy carried out through the arrangement of the clarity of employment relationship status, registration of business legality, and mitigation of hazards at production sites. The implementation of activities is carried out in two stages, namely the preparation stage which is carried out by mapping problems and the implementation stage which is carried out in the form of counselling. The results of the activity show that there is a strengthening of the understanding and awareness of craftsmen regarding the importance

Submitted:
April 17, 2026

Accepted:
May 18, 2026

Published:
June 30, 2026

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of implementing K3 to minimize the risk of accidents and health problems due to work, the fulfilment of rights and obligations in employment relationships, as well as the ownership of business legality as a form of legal certainty and support for business development.

Keywords

Legal Protection, Employment, Business Legality, Occupational Safety and Health

Abstrak

Kegiatan pengabdian masyarakat ini bertujuan untuk meningkatkan pemahaman para pengrajin ukiran batu di Sedayu, Muntilan, Kabupaten Magelang, mengenai pentingnya perlindungan hukum ketenagakerjaan, legalitas usaha, serta penerapan Keselamatan dan Kesehatan Kerja (K3). Kegiatan ini merupakan bentuk komitmen untuk mendukung terciptanya lingkungan kerja yang aman, sehat, dan bermartabat, serta memberikan kepastian hukum bagi pelaku usaha dan pekerja agar tidak rentan terhadap risiko kecelakaan kerja dan perselisihan industrial. Dengan demikian, untuk mewujudkan ekosistem usaha kerajinan yang berkelanjutan dan kompetitif, diperlukan strategi perlindungan terpadu yang dilaksanakan melalui penataan kejelasan status hubungan kerja, pendaftaran legalitas usaha, dan mitigasi bahaya di lokasi produksi. Pelaksanaan kegiatan dilakukan dalam dua tahap, yaitu tahap persiapan yang dilakukan melalui pemetaan masalah dan tahap pelaksanaan yang dilakukan dalam bentuk pendampingan. Hasil kegiatan menunjukkan adanya peningkatan pemahaman dan kesadaran para pengrajin mengenai pentingnya penerapan K3 untuk meminimalkan risiko kecelakaan dan masalah kesehatan akibat kerja, pemenuhan hak dan kewajiban dalam hubungan kerja, serta kepemilikan legalitas usaha sebagai bentuk kepastian hukum dan dukungan bagi pengembangan usaha.

Kata Kunci

Perlindungan Hukum, Ketenagakerjaan, Kepatuhan Hukum dalam Bisnis, Keselamatan dan Kesehatan Kerja

Introduction

The stone carving craft industry is one of the sectors that contributes to driving the economy of the community in Magelang Regency. This potential is supported by the abundant

availability of rock raw materials, in line with the geographical conditions of Magelang Regency which is located in a basin area and surrounded by a number of mountain ranges, including Mount Merbabu, Mount Merapi, Mount Sumbing, and the Menoreh Mountains.¹ The geographical conditions and availability of raw materials encourage the growth and development of various small industries engaged in stone carving crafts in Magelang Regency. One of the stone carving craft centers is located in Sedayu Village, Muntilan District, Magelang Regency.

As part of the community's economic activities, the sustainability of the stone carving industry is not only related to production and marketing aspects, but also needs to be supported by legal certainty and protection for the parties involved in it. In practice, stone carving craft business activities can involve business owners, workers, and parties who work based on a partnership pattern or independent wholesale. These differences in status have legal consequences for the rights and obligations of each party. Clarity on employment status and relationships is important to provide certainty for entrepreneurs and workers, protect those in vulnerable positions, and prevent conflicts in the implementation of business activities.

Another problem faced by stone carving craftsmen in Sedayu Village is the legality aspect of the business. Based on the condition of the partners, the craftsmen do not have a Business Identification Number (NIB) as the official identity of business actors. Business legality is important because it not only provides legal certainty for business owners, but also opens access to government guidance, empowerment facilities and programs, employment social security, and various business development opportunities. In the context of the stone carving craft business, an understanding of business legality also needs to be accompanied by knowledge about the classification of business activities through the relevant Indonesian Business Field Standard Classification (KBLI).

¹ Mohammad Samsudin et al., "Final Report on the Exploration of the Potential and Local Wisdom of Stone Carving Crafts in Magelang Regency: A Study of Environmental, Health, Economic, and Socio-Cultural Aspects," 2023.

In addition to the aspects of legality and legal relations, the characteristics of work in the stone carving craft industry also have risks to the safety and health of workers. Stone cutting, carving, and processing activities have the potential to cause various hazards in the workplace, including exposure to stone dust, the use of sharp tools and work equipment, noise, and the risk of work accidents. Therefore, the implementation of occupational safety and health (K3) is an important part of worker protection and business sustainability.

Based on these problems, this community service is directed at strengthening the understanding of stone carving craftsmen in Sedayu Village regarding labour law protection, business legality, and occupational safety and health. This activity is expected to increase craftsmen's understanding of the status and employment relationship, the rights and obligations of entrepreneurs and workers, the importance of NIB ownership as business legality, and the application of K3 principles in production activities. Thus, the strengthening of legal aspects and K3 is expected to support the creation of stone carving craft business activities that are more legally orderly, safe for workers, and sustainable.

Method

The community service activity is a collaboration between the Center for Business, Development, and Digitalization Studies of the University of Muhammadiyah Sidoarjo (UMSIDA) and the Center for Commercial and Corporate Law Studies of the University of Muhammadiyah Magelang (UNIMMA). Service activities are carried out in two stages, namely the preparation stage and the implementation stage. At the preparation stage, it was carried out by mapping the problems faced by craftsmen in the stone carving industry in Sedayu Village, Muntilan District, Magelang Regency. The mapping was carried out to identify the needs of partners, especially those related to aspects of legal protection, business legality, and K3. The results of the mapping then became the basis for determining the material and form of service activities that were in accordance with the needs of the craftsmen.

The implementation stage will be held on February 4, 2026 in Sedayu Village, Muntilan District, Magelang Regency, in the form of counselling to stone carving craftsmen. The

method used in this activity is the lecture and discussion method. The delivery of material is carried out directly by providing an understanding of legal protection in employment relations, including the status of employers, workers, and business partners, the rights and obligations of the parties, as well as employment relations and dispute resolution. In addition, material was delivered on business legality, especially NIB and the benefits of business legality for business sustainability and development. The next material is related to K3, including the identification of potential hazards in stone carving work, the use of personal protective equipment (PPE), cleanliness and regularity of the work environment, inspection of work equipment, provision of P3K boxes, and safety procedures in emergency conditions.

After the presentation of the material, the activity continued with a discussion and question and answer session to provide opportunities for the craftsmen to convey their experiences, obstacles, and problems faced in carrying out business activities. The activity was then complemented by a quiz to find out the participants' understanding of the K3 material that had been delivered. The quiz includes an understanding of the use of PPE, cleanliness of the work environment, inspection of equipment before use, potential hazards in the workplace, emergency and evacuation procedures, rest time, and the availability of P3K boxes.

Results and Discussion

The first material presented in community service activities was about occupational safety and health (K3). This material is given by considering the characteristics of work in the stone carving craft industry which has various potential hazards for workers. Stone cutting, sculpting, and processing activities involve materials and work equipment that can pose a risk of accidents and health problems. Therefore, understanding K3 is an important aspect in supporting the creation of a safe, healthy, and productive work environment.

In this counselling, participants were given an understanding of the basic concepts of K3 and the importance of applying K3 in production activities. The International Labour Organization (ILO) and the World Health Organization (WHO), define K3 (Occupational Safety and Health) as an effort to improve and see the highest degree of physical, mental

and social well-being of workers in all occupations.² According to Government Regulation Number 50 of 2012 concerning the Implementation of Occupational Safety and Health Management System, the definition of K3 is all activities to ensure and protect the safety and health of the workforce through efforts to prevent occupational accidents and occupational diseases.³ Article 86 of Law Number 13 of 2003 concerning Manpower (Manpower Law) guarantees that every worker/labourer has the right to obtain protection for occupational safety and health.⁴

Occupational health is the application of health principles and knowledge in the workplace environment which aims to prevent the occurrence of occupational diseases and maintain and improve the health of workers. The health condition of workers can ultimately support improved performance and productivity.⁵ Occupational safety is closely related to increased production and labour productivity. Productivity basically describes the comparison between the output of a job and the resources or effort used to produce that work (input).⁶ Thus, the implementation of good occupational safety can support the creation of a safe and optimal work process so as to contribute to increased productivity.

K3 is not only understood as an effort to prevent work accidents, but also as part of efforts to maintain the health of workers and the sustainability of business activities. The good implementation of K3 can help reduce the risk of accidents and occupational diseases and create safer and more comfortable working conditions for craftsmen. K3 has two main roles, first, K3 functions to create a safe work environment through the process of identifying and assessing risks, both qualitatively and quantitatively. Second, K3 plays a role in creating healthy conditions for workers, families, and the community around the work environment through various efforts that include promotive, preventive, curative, and rehabilitative

² International Labour Organization, "Occupational Safety and Health Policy Document, On The Road to a Safer and Healthier Culture at Work," 2016.

³ "Government Regulation Number 50 of 2012 concerning the Implementation of Occupational Safety and Health Management System" (2012).

⁴ "Law Number 13 of 2003 concerning Manpower" (2003).

⁵ Prof. Iman Soepomo, *Labor Law in the Field of Occupational Health* (Jakarta: PT Pradnya Paramita, 1986).

⁶ Adrian Sutedi, *Labor Law* (Jakarta: Sinar Grafika, 2009).

aspects.⁷ And what needs to be understood is that work safety is a shared responsibility between business owners and workers.

Stone carving crafts have potential hazards including exposure to stone dust, the use of sharp tools, the use of heavy equipment, and the potential for fire. Identification of the source of danger is the first step in building awareness of K3 because workers need to know the risks that may arise from daily activities. By recognizing potential hazards, craftsmen can take appropriate precautions before undertaking work.

One of the aspects emphasized in counselling is the use of personal protective equipment (PPE). Participants were given an understanding of the types of PPE that can be used according to potential hazards in the workplace, including masks to protect the respiratory tract from dust, eye protection to protect the eyes from material debris, gloves, ear protection, and safety shoes. The use of PPE is a form of direct protection for workers when potential hazards cannot be completely eliminated from the production process.

In addition to the use of PPE, the implementation of K3 also needs to be supported by safe and healthy work environment conditions. The importance of maintaining cleanliness and regularity in the workplace, providing K3 signs or signs, and ensuring the availability of P3K boxes. Regular inspection and maintenance of work tools and PPE is also required to ensure that the equipment used remains in proper and safe condition. In addition, preparedness for emergency conditions also needs to be understood. Craftsmen need to know the procedures that must be carried out in the event of an accident or other emergency, including evacuation procedures. This knowledge is important because accident prevention needs to be followed by readiness to provide appropriate response if accidents or emergencies persist in the work environment.

This is in line with research on the influence of occupational safety and health (K3) and the work environment on employee performance in limestone mining activities at PT Pertama Mina Sutra Perkasa, East Java. The results of the study show that K3 and the work

⁷ Anita Dewi Prahastuti Sujoso, *Basics of Occupational Safety and Health* (Jember University Press, 2012).

environment simultaneously affect worker performance. The implementation of K3 plays a role in creating a healthy, protected, and productive workforce so that they are able to carry out their work optimally and achieve good performance. In addition, a safe, comfortable, and supportive work environment also contributes to improving workers' performance in carrying out their work activities optimally.⁸



Figure 1. Delivery of Materials

As shown in Figure 1, the session proceeded to the second material, which addressed labour law protection and business legality. This material is given to increase craftsmen's understanding of the legal aspects in carrying out business activities and the relationship between business owners, workers, and business partners. In the stone carving industry activities, the parties (employers and workers) may have different legal positions and relationships so that an understanding of the status and legal consequences of each relationship is required.

⁸ Lian Polyan Watumlawar, Lakon Utamakno, and Yudho Dwi Galih Cahyono, "Analysis of the Influence of Occupational Safety and Health (K3) and Work Environment on Employee Performance in Batu Gamping Mining at PT. The first is Mina Sutra Perkasa, Grenden Village, Puger District, Jember Regency, East Java" (Adhi Tama Institute of Technology Surabaya, 2021).

The employment relationship in the Employment Law is the relationship between an employer and a worker/labourer based on a work agreement, which has elements of employment, wages, and orders. Employment relationships can be outlined in written or oral employment agreements. Clarity about the employment relationship can provide certainty about the rights and obligations of each party. Employment relations are the basis for parties to get legal protection, including workers, because the position of workers is always on the weak side.⁹ With a good understanding of employment relations, the potential for misunderstandings between business owners and workers can be minimized.

Each party, namely entrepreneurs and workers, has rights and obligations. Employers have the right to regulate the course of work, assess the results of work, establish rules, and provide sanctions in accordance with applicable regulations. At the same time, employers have an obligation to pay wages on time, provide occupational safety and health protection, provide reasonable rest periods, and enrol workers in the employment social security program. Workers also have the right to clarity on employment relationship status, wages, K3 protection, social security, rest time, and humane treatment.

Based on the results of mapping partner problems, stone carving craftsmen in Sedayu Village do not have a Business Identification Number (NIB), which is proof of registration/registration of business actors to carry out business activities and as an identity for business actors in the implementation of their business activities.¹⁰ This condition is one of the concerns in service activities because business legality is an important part in building business certainty and sustainability. NIB ownership can provide benefits in the form of legal certainty and open access to coaching, facilities, and empowerment programs that support business development. This legality can also increase consumer confidence, strengthen business image, and support increasing product competitiveness in the market. In addition,

⁹ Erni Nurdin, Erna Susanti, and Setiyo Utomo, "Legal Protection of Workers Who Have Unwritten Work Agreements by the East Kalimantan Provincial Manpower and Transmigration Office," *Rewang Rencang: The Lex Generalis Law Journal* 6, no. 5 (2025): 4.

¹⁰ "Government Regulation Number 5 of 2021 concerning the Implementation of Risk-Based Business Licensing" (2021).

NIB is one of the important documents in accessing financing through financial institutions, so that it can make it easier for business actors to obtain additional capital to support the development and sustainability of their business operations.¹¹

In addition to NIB, it is necessary to classify business activities based on the Standard Classification of Indonesian Business Fields (KBLI), which is the standard classification of economic activities in Indonesia. It is prepared as a systematic and comprehensive classification framework to classify various economic activities in Indonesia. KBLI is used as a reference in the uniformity, collection, processing, presentation, and analysis of data based on the type of economic activity, so that it can provide an overview of the conditions and characteristics of economic activities that take place.¹² KBLI is regulated through the Regulation of the Central Statistics Agency Number 7 of 2025 concerning the Standard Classification of Indonesian Business Fields.¹³ Based on this regulation, KBLI which is relevant to the industrial activities of goods from other stones, namely KBLI 23969. An understanding of KBLI is needed so that the legality of the business owned is in accordance with the characteristics of the business activities carried out. Thus, business legalization does not only stop at the ownership of NIB, but also includes an understanding of the classification of business activities and licensing aspects related to them.

Legal protection for stone carving craftsmen is important, one of which includes a dispute resolution mechanism. In the employment relationship between employers and workers, it is not closed that there is a possibility of disputes, which is then called industrial relations

¹¹ Audy Herlina Puspitasari and Condro Widodo, "The Role of Business Identification Number (NIB) as Business Legality for the Growth of Tape Bu Suwarti Tape MSME Business," *SERVING: Journal of Results of Community Activities* 2, no. 4 (2024): 18.

¹² Lidya Elisabet Theogracia Silitonga, I Putu Gede Hendra Saputra, and I Gede Santi Astawa, "Standard Classification of Indonesian Business Fields (KNLI) Using Natural Language Processing," *JUPITA: Journal of Informatics Service* 2, no. 1 (n.d.): 145.

¹³ "Regulation of the Central Statistics Agency Number 7 of 2025 concerning the Standard Classification of Indonesian Business Fields" (2025).

disputes.¹⁴ The settlement of disputes between employers and workers, the settlement is carried out in stages, starting from bipartite negotiations, then mediation through the Manpower Office, and if necessary, can be continued through the Industrial Relations Court. In principle, the settlement of disputes in employment relations must first be pursued through bipartite negotiations by prioritizing deliberation to reach an agreement. If mediation efforts through bipartite mediation and conciliation mechanisms do not result in an agreement, settlement through the Industrial Relations Court (PHI) can be pursued as a last resort.¹⁵ The introduction to this mechanism is expected to help craftsmen understand that labour relations problems need to be resolved through available legal mechanisms by prioritizing deliberative settlement. The mechanism has been regulated by Law Number 2 of 2004 concerning the Settlement of Industrial Relations Disputes.¹⁶

The protection of labour aims to ensure the fulfilment of workers' basic rights and ensure equal opportunities and treatment in employment relationships without discrimination on the basis of any reason. These efforts are directed at realizing the welfare of workers and their families while still considering the dynamics and development of the business world.¹⁷ Legal protection in the field of employment aims to create a fair and balanced employment relationship, so that there is no abuse of position or pressure from the strong against the weak.¹⁸

This is also in line with what Philipus M. Hadjon expressed, that the principle of legal protection basically emphasizes respect and protection of the dignity, dignity, and human rights inherent in every legal subject. This protection is realized through a set of legal provisions or rules that provide guarantees for a person's rights from actions or circumstances that may cause these rights to be violated or not fulfilled. Thus, the law functions as an

¹⁴ Rai Mantili, "The Concept of Industrial Relations Dispute Resolution Between Trade Unions and Companies Through a Combined Process (Med-Arbitration)," *Jurnal Bina Mulia Hukum* 6, no. 1 (2021): 48.

¹⁵ Mantili.

¹⁶ "Law No. 2 of 2004 concerning the Settlement of Industrial Relations Disputes" (2004).

¹⁷ Rachmat Trijono, *Introduction to Employment Law* (Jakarta: Papas Sinar Sinanti, 2014).

¹⁸ Suhartoyo, "Legal Protection for Workers in the National Labor Law System," *Administrative Law & Governance* 2, no. 2 (2019): 329.

instrument to provide certainty and protection to every legal subject in obtaining and defending his rights.¹⁹

Labour law protection, business legality, and K3 are related in supporting the sustainability of the stone carving craft industry. K3 is oriented towards protecting the safety and health of workers in carrying out production activities, while legal protection and business legality provide an understanding of the certainty of legal relations and business formalities. Thus, strengthening the capacity of craftsmen needs to be carried out comprehensively, not only in the technical aspects of production, but also in the aspects of work safety and compliance with legal aspects.

The understanding of K3 becomes increasingly relevant when it is associated with the protection of employment law. Occupational safety and health protection is one part of workers' rights as well as employers' obligations. Therefore, the implementation of PPE, provision of P3K, equipment inspections, management of the work environment, and preparedness for emergencies are not only preventive measures to prevent accidents, but also part of efforts to fulfil protection obligations for workers. With the legality of the business and an understanding of legal relationships, craftsmen are expected to be increasingly aware of the importance of carrying out business activities in an orderly, safe, and responsible manner.

Ultimately, this extension activity, as shown in Figure 2, was directed toward building artisans' awareness that business sustainability depends not only on the ability to produce economically valuable products, but also on the ability to operate legally and maintain a safe working environment. Strengthening knowledge about K3, labour law protection, and business legality is expected to be the first step for stone carving craftsmen in Sedayu Village to develop more orderly business activities, provide protection to workers, and be oriented towards business sustainability.

¹⁹ Philipus M. Hadjon, *Legal Protection for the Indonesian People* (Surabaya: Bina Ilmu, 1987).



Figure 2. The counseling and consultation session

Conclusion

Community service activities through counselling to stone carving craftsmen in Sedayu Village, Muntilan District, Magelang Regency, provide an understanding of the importance of labour law protection and business legality in the sustainability of business activities. In the aspect of labour law protection, craftsmen gain an understanding of the status and legal relationship between employers, workers, and business partners, including the rights and obligations of each party as well as dispute resolution mechanisms. Meanwhile, in the aspect of business legality, counselling increases awareness of the importance of NIB ownership as an identity and business legality that can support legal certainty and business development.

In the K3 aspect, craftsmen gain an understanding of various potential hazards in stone carving activities and efforts to prevent them through the use of PPE, inspection and maintenance of equipment, management of the work environment, provision of P3K, and preparedness for emergency conditions. Overall, this activity is the first step in increasing the awareness of artisans to run their businesses in a more orderly legal manner, provide protection for workers, and create a safe and healthy work environment. The strengthening of these three aspects is expected to support the sustainability and development of the stone carving craft industry in Sedayu Village.

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