

LEMBAR PENGESAHAN

“PENGELOLAAN SUMBER DAYA MANUSIA DI TC DAMHIL UNG PASCA  
PENGALIHAN MANAJEMEN PADA MASA PANDEMI  
COVID-19”

TUGAS AKHIR

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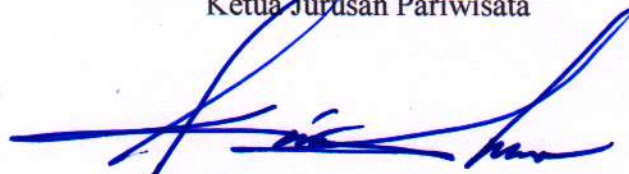
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Gorontalo, Desember 2021

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**LEMBAR PERSETUJUAN**

**“PENGELOLAAN SUMBER DAYA MANUSIA DI TC DAMHIL UNG  
PASCA PENGALIHAN MANAJEMEN PADA MASA PANDEMI  
COVID-19”**

**TUGAS AKHIR**

Diajukan untuk memenuhi salah satu syarat untuk memperoleh gelar  
Diploma pada Program Vokasi Jurusan Pariwisata  
Universitas Negeri Gorontalo

Disusun oleh :

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Disetujui oleh

**Pembimbing I**

**Pembimbing II**

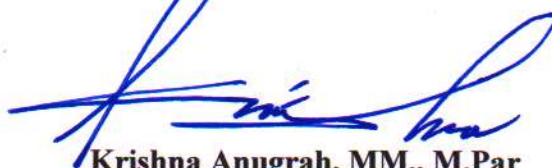


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## **ABSTRAK**

**Jessica S. Sumual nim 331318002. 'Pengelolaan Sumber Daya Manusia di TC. Damhil UNG Pasca Pengalihan Manajemen pada masa Pandemi Covid-19'. Tugas akhir jurusan diploma III Pariwisata. Program Vokasi. Universitas Negeri Gorontalo 2021 dibawah pimpinan Poppy Arnold Kadir. SE.,MM.Par selaku pembimbing I dan Meilinda L. Modjo. SST.Par MM.Par selaku pembimbing II.**

Penelitian ini bertujuan untuk menganalisis pengelolaan sumber daya manusia di TC.Damhil. Rumusan masalah dalam penelitian ini adalah bagaimana pengelolaan sumber daya manusia di TC. Damhil pasca pengalihan manajemen pada masa pandemi covid-19. Penelitian ini menggunakan jenis penelitian kualitatif. prosedur pengumpulan data yang diperoleh melalui observasi. wawancara dan dokumentasi. sumber data diperoleh dari data primer dan sekunder. berdasarkan hasil penelitian bahwa sumber daya manusia pada TC.Damhil saat dikelola oleh BPU terdapat perbedaan signifikan dalam pengelolaannya dengan PT. PPM Hospitality.

Dalam undang-undang cipta kerja 2020 pasal 7 ayat 1 setiap pengusaha wajib melaksanakan ketentuan waktu kerja ayat 2 waktu kerja sebagaimana dimaksud pada ayat 1 meliputi 7 (tujuh) hari dan 40 (empat puluh) jam 1 minggu untuk 5 (lima) hari kerja, dan pada pasal 78 ayat 1 pengusaha yang memperkerjakan pekerja/buruh melebihi waktu kerja sebagaimana dimaksud pada ayat 1 wajib membayar upah kerja lembur.

**Kata kunci: Pengelolaan Sumber Daya Manusia, Hotel**



## ABSTRACT

**Jessica S. Sumual, Student ID Number 331318002. "Human Resource Management at TC Damhil after the Transfer of Management during Covid-19 Pandemic". Undergraduate Thesis, Diploma III Program in Tourism, Vocational Program, State University of Gorontalo, 2021. The Principal Supervisor is Poppy Arnold Kadir, SE., MM.Par, and the Co-supervisor is Melinda L. Modjo, SST. Par., MM.Par.**

The research aims at analysing the human resource management at TC Damhil. The research problem is how the human resource management at TC Damhil, after the transfer of management during the Covid-19 pandemic is. It applies qualitative research where the data collection procedures are observation, interview, and documentation. Besides, the data sources are primary and secondary data. The research finding discovers that human resources at TC Damhil, when managed by BPU (Business Management Agency) of State University of Gorontalo, are significantly different when managed by PT PPM Hospitality.

In the Law of Job Creation Number 11 of 2020, article 77, paragraph 1 stipulates that every employer is obligated to observe the rules concerning working hours. Paragraph 2 stipulate that the working hours as referred to under paragraph (1) shall be arranged as follows: 7 (seven) hours a day and 40 (forty) hours a week for 6 (six) workdays in a week; or 8 (eight) hours a day, 40 (forty) hours a week for 5 (five) workdays in a week. While article 78 paragraph 1 stipulates that the employers who require their workers/labourers to work longer than the number of working hours determined under paragraph (2) of Article 77 must meet the following requirements: The worker who is required to do overtime agrees to do so and the overtime hours no longer than 4 (four) hours in a day or 10 (ten) hours in a week. Furthermore, paragraph 2 of article 78 stipulates that employers or entrepreneurs who require their workers/labourers to work overtime, as referred to in paragraph (1), are obligated to pay overtime wages.

**Keywords: Human Resource Management, Hotel**

