

ABSTRAK

**PROBLEMATIKA STATUS DOSEN DALAM KEBIJAKAN
PENGGABUNGAN PERGURUAN TINGGI SWASTA
(Studi: Analisis Kepastian Hukum Dan Keadilan)**

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Penggabungan perguruan tinggi swasta merupakan kebijakan restrukturisasi kelembagaan untuk meningkatkan kualitas dan keberlanjutan penyelenggaraan pendidikan tinggi. Kebijakan ini tidak hanya berdampak pada perubahan status kelembagaan, tetapi juga berimplikasi pada hak dan kewajiban dosen sebagai tenaga profesional. Oleh sebab itu peneliti mengkaji bagaimana problematika status hak dan kewajiban dosen akibat penggabungan perguruan tinggi serta bagaimana kepastian hukum dan perlindungan hukum terhadap dosen pasca penggabungan perguruan tinggi swasta. Penelitian ini menggunakan yuridis normatif dengan pendekatan peraturan perundang-undangan dan koseptual. Data diperoleh melalui studi kepustakaan, observasi, dokumentasi dan wawancara mendalam terhadap informan yang dipilih. Adapun data dianalisis secara kualitatif dengan mengkaji kesesuaian antara ketentuan hukum dan implementasinya dalam praktik. Hasil penelitian menunjukkan bahwa problematika status, hak, dan kewajiban pegawai akibat kebijakan penggabungan perguruan tinggi swasta ditandai dengan bertambahnya tanggungjawab kerja sebagai konsekuensi perubahan struktur organisasi, penyesuaian homebase dan beban kerja dosen yang mengalami perluasan fungsi. Disisi lain perlindungan hukum terhadap dosen telah diimplementasikan melalui keberlanjutan hubungan kerja, pembaruan status kepegawaian serta tetap terjaminnya hubungan kerja. Namun kepastian hukum belum optimal karena belum terdapat reulasi khusus yang mengatur perlindungan dosen pasca penggabungan, sehingga masih bergantung pada ketentuan umum dan kebijakan internal universitas.

Kata Kunci : Penggabungan perguruan tinggi swasta, dosen, perlindungan hukum, kepastian hukum.

ABSTRACT
**THE EMPLOYMENT STATUS ISSUES OF UNIVERSITY LECTURERS IN
THE MERGER POLICY OF PRIVATE HIGHER EDUCATION
INSTITUTIONS: A STUDY ON LEGAL CERTAINTY AND JUSTICE**

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The merger of private universities is an institutional restructuring policy to improve the quality and sustainability of higher education implementation. This policy not only has an impact on changes in institutional status, but also has implications for the rights and obligations of lecturers as professionals. Therefore, the researcher examines how the problems of the status of lecturers' rights and obligations due to the merger of universities and how legal certainty and legal protection for lecturers after the merger of private universities. This study uses normative juridical with a legislative and conceptual approach. Data were obtained through literature studies, observations, documentation and in-depth interviews with selected informants. The data is analyzed qualitatively by examining the suitability between legal provisions and their implementation in practice. The results of the study show that the problems of status, rights, and obligations of employees due to the policy of merger of private universities are characterized by an increase in work responsibilities as a consequence of changes in organizational structure, adjustments to the homebase and the workload of lecturers who have experienced an expansion of functions. On the other hand, legal protection for lecturers has been implemented through the sustainability of employment relationships, updating employment status and maintaining guaranteed employment relationships. However, legal certainty is not optimal because there is no special regulation that regulates the protection of lecturers after the merger, so it still depends on general provisions and internal university policies.

Keywords: Merger of private universities, lecturers, legal protection, legal certainty.