Abstract

In the practice of tourism, human right is one component should be considered. Hospitality industry is the tourism dimension which cannot inseparable from the fulfillment of the rights of workers, because it requires a lot of labor operations. Right fulfillment deals with working hours and day off. Realizing that it is necessary to discuss the topic above, this study aims to lift the topic related to the fulfillment of the hotel workers' right working hours and day off. This study used a mixed methods to obtain results which could be supplemented each other, because it cannot be done with a single method only. Data were taken from four divisions at the Hotel Le Beringin Salatiga, namely Front Office, Food & Beverage, Housekeeping, and Security. This study uses data collection questionnaire and interviews gathered on 22nd-27th September, 2014. The questionnaire was adapted from the Human Rights Compliance Assessment (2006) and "Indonesian Law No. 13/2003 about Labour", and Beddoe (2004) who also conducted a research on human rights of workers in tourism sectors. The results of the questionnaires and interviews were analyzed, then concluded the findings that have been obtained. This finding may indicate whether the rights of the workers are fulfilled or not by emphasizing the specific reasons behind them. From the finding of this study, some recommendations were also proposed to increase the "rights of workers" fulfillment.

Keywords: Rights of Workers, Working Hours, Day Off