

Implementation of Occupational Health and Safety Management System as a Role in Work Accident Prevention at PT Konsul Perdana Indonesia Lubuklinggau Area

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Abstract

The problem in this study is that in the implementation of SMK3 there is still a lack of awareness of technical personnel about the use of personal protective equipment and is classified as achieving both quite well and further improvement is needed. This study uses qualitative research methods to analyze data from direct observations at PT Konsul Perdana Indonesia Lubuklinggau Area, results of interviews with the head of engineering and his staff, and evaluation of the literature study of theories and expert opinions as supporting data. The implementation of SMK3 has been planned and implemented quite well in PT Konsul Perdana Indonesia Lubuklinggau Area. And from the comparison of research results in accordance with the regulation of the Minister of Manpower No. 05/MEN/1996 it is higher, namely 60% with quite good criteria. Meanwhile, according to occupational safety and health indicators, it is 52% with quite good criteria. The conclusion of this research is the implementation of SMK3 which uses the application of the Regulation of the Minister of Manpower Number: PER.05/MEN/1996 and K3 indicators. The implementation of SMK3 has a fairly good effect on PT Konsul Perdana Indonesia Area Lubuklinggau, seen from the number of technical personnel who have accidents and occupational disease is still relatively low and does not affect the implementation of work.

Keywords: occupational safety, health, accidents.

1. Introduction

Human resources are an important element in running an organization. Human resources are resources that have many potentials such as reason, feelings, skills, thinking abilities, physical power and knowledge. Human resources are the most important asset in doing business in a company. With human resources, organizational plans can run well and company goals are able to run optimally. Work safety is a way to protect the physical well-being of employees with the aim of preventing accidents from occurring at work that cause an injury (Catrina & Andi, 2012). Occupational health is a state and condition free from a physical and psychological disorder by the organization to its employees (Lijan, 2019). According to M. Sulaksmo (1997) accidents are unexpected and unwanted events and can disrupt activities that have been arranged. The application of safety and health of its employees. Based on observations made at PT Konsul Perdana Indonesia Lubuklinggau Area, regarding work safety, there are still negligent technical personnel in the use of tools.

Personal protection such as safety helmets where helmets can keep the head of work in carrying out their work and can protect if work accidents occur and also the presence of

engineering personnel who are not careful in the installation and inspection of electrical installations that cause electrocution. Researchers also see that there is still a lack of awareness of technical personnel in the use of personal protective equipment, especially safety helmets, but the procedures applied are good enough, it's just that there is negligence of technical personnel. Furthermore, from his occupational health, researchers have made direct observations and direct interviews with the head of the area and staff of PT Konsul Perdana Indonesia Lubuklinggau Area that the workplace is close to the highway and causes noise and interferes in the work of the staff and with air ventilation that does not exist and causes air in and out is not good. On the basis of this phenomenon, the researcher conducted further studies by conducting this research.

2. Literature Review

Work Accident. An accident is an event that is uncertain, because it cannot be predicted when it will occur, where it will occur, and the size of the losses incurred. So people often assume that this accident is related to one's fate. Even though the accident is always preceded by symptoms that indicate there will be an accident. While work accidents are unexpected and unplanned events that result in injuries, illnesses, losses to humans, goods and the environment. Meanwhile, according to Ridley (2008), the triggers for work accidents are as follows: Working state, The fallacy of people, Unsafe action. According to Bird and Germain (1990), there are three types of work accidents, namely: Accident, namely an unexpected event that causes harm to both humans and property; Incident, namely an unexpected event that has not resulted in a loss; Near Miss, which is an almost accidental event in other words this event almost led to incidents and accidents.

Causes of work accidents. A work accident occurs due to more than one cause. Accidents can be prevented by eliminating the things that cause them. There are two main causes of accidents. First, unsafe acts. Second, the working conditions are not safe. People who get injured accidents are often caused by other people or because of their own actions that do not support safety. 85% of accidents are caused by wrong human actions, even though there are actually other unseen causes. According to the BST Transportation Education and Training Agency book, Module 4: Personal Safety and Social Responsibility, the Ministry of Transportation explains that accidents in the workplace can be broadly grouped into two causes: human and condition.

Unsafe acts by humans (Unsafe Acts), for example: Carrying out work without authority or being authorized fails to secure or alert someone; Running a tool or machine at a speed outside the safe limit; Causing safety devices to not work; Using a broken tool; Work without the correct procedures; Not wearing safety clothing or personal protective equipment (PPE); Using tools incorrectly; Joking at work; Drunk, sleepy and others. **Unsafe conditions,** for example: Inadequate safety equipment; Damaged or unusable materials or equipment; Poor ventilation or lighting; The environment is too crowded, damp and noisy; Explosion or fire hazard.

The current situation that occurs based on the author's experience on the ship is as follows: Lack of equipment and discipline of the ship's crew for work safety. In carrying out the work of the ship's crew, it seems that they pay little attention to work safety. Because they do not know in depth the ins and outs of work and safety. Apart from that, they are only concerned with the completion of work so that safety efforts are not given much attention.

Work safety equipment or personal protective equipment for crew members is not given enough attention. Work safety equipment (personal protective equipment) supplied by the office for crew members are only helmets, wearpacks and gloves, which should be: Safety clothes (Wearpack / Overall); Safety shoes (Safety Shoes); Safety hat (Safety Helmet); Ear plugs (Ear Plugs); Gloves (Safety Gloves); Glasses (Safety Glasses); Mask (Mask).

Definition of Occupational Safety and Health. Occupational Safety and Health (K3) is one of the efforts to create a workplace that is safe, healthy, free from environmental pollution, so as to reduce and or be free from work accidents and work-related diseases which in turn can increase work efficiency and productivity.

Occupational Safety and Health Regulations. Regulations related to occupational safety and health include the following: Law no. 1 year 1970 regarding work safety. Ministerial Regulation No. 4 of 1980 concerning the requirements for the installation and maintenance of light fire extinguishers. SOLAS 1974 and its amendments regarding ship safety requirements. STCW 1978 Amendment 1995 regarding training standards for seafarers. ISM Code regarding the international management code for the safe operation of ships and pollution prevention.

Work Safety Equipment. According to the work safety law no. 1 of 1970, article 12b and article 12c, that workers are required to: 1) Understand personal protective equipment; 2) Fulfill and comply with all work safety requirements. Article 13 also states that anyone who enters a workplace is required to comply with all occupational safety and health instructions and must use the required personal protective equipment.

Use of Work Safety Equipment. These work safety tools have their respective roles in work safety whose main function is to protect us from danger or to reduce the risk of injury or loss that we get. The types of work safety equipment and their uses can be seen in the table below: 1. Protective Clothing; 2. Helmet; 3. Safety Shoes (Security); 4. Gloves.

Reasons for the Importance of Work Safety. In his book Bangun (2012) states that there are three reasons for the importance of work safety and it is an obligation for every company to implement them, including reasons for the importance of work safety are moral, legal, economic reasons. 1. Morals; 2. Law; 3. Economy.

3. Research Method

This study uses qualitative research methods to analyze data from direct observations at PT Konsul Perdana Indonesia Lubulinggau Area, results of interviews with the head of engineering and his staff, and evaluation of the literature study of theories and expert opinions as supporting data. Data Source The following is an explanation according to Sugiyono (2018): Primary data is data obtained directly from the source. In this study, researchers obtained primary data documentation in the form of employee data, company profile data, vision and mission, organizational structure and others and from the results of interviews, and which were sourced from the main information of the Area Head Rinaldi, A.Md. and supporting information from his staff, namely Asnul Fadli as secretary, as M Puad Head of Engineering, and Manpower. Doi Fatullah, Rikka Engineering at PT Konsul Perdana Indonesia Lubuklinggau Area. Secondary data is a source that does not directly provide data to data collectors, for example through other

people or through documents, such as getting references from books/journals and documentation. According to Nursafitra, Agustang, and Idhan (2021) in research data collection techniques through : Observation, Interview, Documentation.

According to (Sugiyono, 2018) data analysis techniques, namely: Data Reduction. Concept formation process. Researchers make observations and collect data and then select the data to be used. Data Presentation (Data Display). Matching completeness data available and present the data so that it is easier to understand. Drawing Conclusions (Verification). Conclusions from the description and description of an object that is not yet clear so that after research it becomes clear.

Data Validity Check. According to Sugiyono (2018): Triangulation of Sources Researchers will obtain data from various sources Then observed to draw conclusions. Triangulation Triangulation Technique. Checking data to the same source with different techniques. By matching the data and interview results by interviewing the main information with the father of the area head of PT. Indonesian Financier Consul Mr. Rinaldi, A.Md. Supporting information for his staff are Asnul Fadli as secretary, M Puad as Head of Engineering, and Technical Personnel Doi Fatullah, Rikka. From the results of direct observations at PT Konsul Perdana Indonesia Lubuklinggau Area and corroborated by the documents and files provided. In this study, in validating the results of the data obtained, researchers use source triangulation techniques, meaning information or obtained from various different subjects with one data collection tool, then triangulated data confirmation.

4. Findings and Discussions

The results of the study used aqualitative research methodology whose data were obtained from direct observation to PT Konsul Perdana Indonesia Lubuklinggau Area, then conducted interviews on the main information with Mr. head of the area Rinaldi A.Md and supporting information Asnul Fadly, Doi Fatullah, M Puad and Rikka which have been matched also with documentation. From the results of research interviews on the Application of SMK3 at PT Konsul Perdana Indonesia Lubuklinggau Area has an achievement of 60% so that it is included in the criteria quite well, and from the results of research interviews according to K3 indicators at PT Konsul Perdana Indonesia Lubuklinggau Area the results of achievement with an average of 52% in the criteria are quite good the results of the research data. The data is the result of interviews with area heads and staff as well as direct observation which is matched with questionnaire data and documentation. Questionnaire data was obtained from interviewing 5 respondents, namely 1 area head Rinaldi, 1 deputy area head M. Puad, 1 secretary Asnul Fadly, technical personnel Doi Fatullah and Hasbullah. Questionnaire data on each respondent will be clarified through interviews and direct observation, to find out each clarity of implementation of each as a guide to the results of the questionnaire data obtained.

Various regarding the implementation of SMK3 as a role in preventing work accidents at PT Konsul Perdana Indonesia Lubuklinggau Area in accordance with the regulation of the Minister of Manpower No 05 / MEN / 1996 which regulates the implementation of an occupational safety and health management system that uses its basic principles, namely in the form of commitment, planning, implementation, evaluation, and review and improvement. From the results of the comparison of research interview results

according to indicators (K3) at PT Konsul Perdana Indonesia Lubuklinggau Area, the results were achieved with an average of 52% in fairly good criteria, namely occupational safety and health indicators in the form of environmental conditions, air regulation, lighting arrangements, equipment use and physical and mental conditions of employees. And according to researchers, the results in accordance with the regulation of the Minister of Manpower No 05 / MEN / 1996 are higher, namely 60% with criteria quite good. Meanwhile, according to occupational safety and health indicators.

In this study, the author takes into consideration the results of research relevant to the research (Pangkey et al., 2012), The problem in this study is how to implement an Occupational Safety and Health Management System that is run as protection by construction services and their workforce to reduce the occurrence of work accidents that occur. This research uses qualitative research methods to make direct observations at the project site, then conduct interviews from the results of interviews, evaluate data and other supporting data such as literature studies. It can be concluded that the application of SMK3 has been well implemented at the construction project site. The application uses the equivalent of (OHSAS) 18001: 1999 which has similarities with SMK3 regulated in the Regulation of the Minister of Manpower Number: PER.05 / MEN / 1996. The application of SMK3 is very good for construction companies and their workforce, which can prevent work accidents from occurring and occupational diseases are still relatively low and do not interfere with work.

5. Conclusion

Planning for the implementation of SMK 3 at PT Konsul Perdana Indonesia Lubuklinggau Area according to the regulation of the Minister of Manpower No 05 / MEN / 1996 which regulates the implementation of an occupational safety and health management system that Using the basic principles of commitment, planning, implementation, evaluation, and review and improvement. and has an achievement of 60% so that it is included in the criteria is quite good. And the results of the comparison of research interview results according to indicators (K3) at PT Konsul Perdana Indonesia Lubuklinggau Area in the form of environmental conditions, air regulations, lighting settings, equipment usage, physical and mental condition of employees. The results achieved with an average of 52% in the criteria are quite good. And according to researchers, the results of achievement are both quite good and need to be improved again in the future for even better achievements.

Changes after the implementation of SMK3 as a role in preventing work accidents at PT Konsul Perdana Indonesia Lubuklinggau Area are technical personnel who are more obedient, orderly, the rules for using personal protective equipment and reducing the occurrence of work accidents that occur, but there is also still one of them who is negligent.

The evaluation carried out in the implementation of SMK3 at PT Konsul Perdana Indonesia Lubuklinggau Area is encouraged to always obey the rules, wear personal protective equipment in accordance with SOP when installing and inspecting electrical installations, in every work work, and maintain the equipment so that it remains maintained.

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