

Analysis of Employee's Awareness Level of Occupational Health and Safety at PT. Works of Fertilizer Land

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Article Info

Article history:

Received : 01 November 2022

Revised : 02 December 2022

Accepted : 01 January 2023

Available Online : 10 January 2023

Keywords:

Employee Awareness, Occupational Health, Occupational Safety.

ABSTRACT

The questionnaire was designed to collect data on understanding of safety procedures, use of personal protective equipment, participation in safety training, and other relevant aspects. The collected data were analyzed using descriptive statistical techniques to describe the profile of employee awareness of occupational health and safety. The results of this study are expected to provide a better understanding of employees' level of awareness towards occupational safety as well as areas where improvements or interventions may be needed to improve safety conditions in the workplace. The approach used is a descriptive approach method, namely by means of interviews, direct observation, and also a review of literature. This aims to determine the level of awareness of employees working at PT. KTS against K3 that will occur. The results of the analysis obtained, the authors state that the employees at PT. KTS is aware of occupational health and safety PT KTS. This can be proven from company data, namely the number of work accident rates in the company's production process is very small. In addition, the level of compliance of employees of PT. KTS towards implementing occupational health and safety programs can be implemented properly.



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INTRODUCTION

Human resources (HR) are resources that are needed by every company to run systems within the company ([Yuliandi and Ahman 2019](#)), both organizational management activities and production management systems ([Kurnia M and Adisaputra 2021](#)). HR can be said to be qualified if the HR can produce output effectively and efficiently ([Yahya 2021](#)). Therefore, companies need to carry out human resource management (HRM) in order to create quality productive human resources ([Agustin 2021](#)). HRM that can be done to improve the quality of human resources can be through education, achievement and work experience ([Simarmata 2021](#)).

Human resource management is defined as an activity in managing people through company programs such as job training, skills development, OSH training,

and compensation ([Molina-Azorin et al. 2021](#)). HRM is needed by every company to avoid creating defective products and work accidents experienced by company employees ([Strohmeier 2020](#)). Work accidents are often caused by two factors ([Susilawati et al. 2018](#)), namely by humans and the conditions of the company environment ([Mazurchenko and Zelenka 2022](#)). The human factor is usually caused by unsafe actions and violating K3 standard operating procedures (SOP) ([Generosi, Agostinelli, and Mengoni 2023](#)). Meanwhile, from work environment factors, namely environmental conditions or unsafe workplaces, for example, caused by work equipment or machines that are no longer suitable for use but are still used when the factory is operating, of course this can trigger work accidents.

A company with good security capacity is a company that tightens the implementation of SOPs for all employees without exception ([Urciuoli et al. 2014](#)), this will force employees to work safely and avoid work accidents. Real protection from hazards and diseases is really needed because if employees are in good health, of course they will work productively and this is also expected to increase employee productivity ([Aqueveque et al. 2022](#)).

The right to work in a safe and healthy work environment is for every worker/employee. A safe and healthy work environment can also increase the interest in work and work effectiveness of its employees ([Subandono and Novia Saka 2020](#)). Therefore, companies need to prepare a safe work environment for all employees. Employees have the right to know what materials, tools or processes they will work on and what they can do to avoid all forms of injury or illness that will be experienced when they work. In accordance with the 2003 Labor Law, it states that protection of health and safety for workers is a right that must be obtained from a company ([Hawkins 2019](#)).

PT. Karya Tanah Subur or better known as PT KTS is a company located in Padang Sikabu Village, Kaway XVI District, West Aceh Regency which is engaged in the oil palm plantation sector. The palm oil industry of course also raises risks both in terms of employee safety and in terms of their health. Therefore, employee awareness programs on occupational safety and health need to be studied in order to achieve good employee productivity and can bring positive things to the company.

METHODS

This study uses a quantitative approach to analyze the level of employee awareness of occupational health and safety at PT Works of Fertilizer Land. The method used includes a questionnaire-based survey distributed to all company employees.

1. Occupational Health

Occupational health is a condition in which a worker is free from any physical or mental disturbances caused by work pressure and the work environment in the company ([Moyce and Schenker 2018](#)). Factors that decrease occupational health are caused by unhealthy working conditions and environmental situations and because employees push their work too much so that it affects them physically.

Occupational health for employees is very important for qualified work effectiveness. Employees who work in good health are certainly expected to give more satisfactory results to the work being done. Stated that occupational health is a physical and mental condition that is closely related to the work environment and workload of employees so that it affects human health. The effect of workload on health makes employees experience fatigue quickly, this will affect the quality of the products produced by the company.

2. Work Safety

Occupational safety in the company becomes an object that has an important role in running the company's system properly. Companies that have high productivity are companies that always provide the best method for the safety of their employees. (Purba and Sukwika 2021), defines work safety as a method used in managing safety related to the workplace, machine operation, use of work tools and a safe and clean environment. There are main indicators that will influence the work safety of employees, namely humans (workers), equipment and machines and conditions and work environment situations.

Type of Research

This research was conducted at PT KTS using a qualitative approach to analyze data so that factual facts were obtained. A qualitative approach is a technique that researchers approach to research objects through analysis and disclosure of facts in the field.

Types and Sources of Data

The data source is the origin of the data obtained in the research for analysis. Sources of data in this study can be explained as follows.

- a. Primary data, is data obtained directly on cases that will be carried out research so that further processing of the results is needed.
- b. Secondary data, namely data obtained based on observations, interviews and direct observation results in the company so as to obtain a general description of the company, activities and company management structure.

Data is also obtained from literature review and theories supporting sources of information regarding research studies.

1. Research Informants

Research informants are employees who work at PT. Fertile Land Works. The number of informants used by the author to conduct interviews and strengthen the study evidence was 50 employees. The informants' clarification in this study was divided into 5 stations, namely;

1. Mechanic at engineering workshop station
2. Workers in the oil palm plantation section.

3. Workers who are at the raw material storage warehouse station.
4. Workers who are in the office administration section.
5. Workers in the palm oil production factory.

2. Research Data Collection Techniques

In obtaining research data, several data collection techniques were used to obtain good data quality. The following is a description of the techniques in collecting research data.

Field Research: Collecting data in the field the author directly monitors the object under study with the aim of obtaining primary data regarding matters from the research title, where the data collection is carried out as follows.

- a. Interviews were carried out by conducting question and answer with employees in order to obtain accurate information.
- b. Observation or Observation, is done by directly observing the problems that occur. The results of the observations were then carried out by analyzing the data so that it became a reference in decision making.
- c. Literature review is carried out by studying various scientific works, books and magazines related to the problems that will be carried out by research.

RESULTS AND DISCUSSION

The safety and health of employees is very important, if employees work in a safe and healthy condition, of course this is a good thing for an agency/company. If employees work in good health, of course their work productivity also increases and of course this has a positive impact on company efficiency, conversely if employees work in unhealthy or sick conditions, of course this becomes a problem for a regulation, because if employees are not in good health good or sick performance, of course, the work productivity will also decrease and can even hinder the activities that exist within the company. In the study entitled "Analysis of the level of employee awareness of occupational health and safety at PT. Karya Tanah Subur" The author found several things directly related to occupational safety and health at PT. FertileLand Works.

Level of Employee Compliance with Safety

PT. Karya Tanah Subur (KTS) upholds the health and safety of employees. The employees at PT. KTS is required to use safety in accordance with the place where employees are placed/work. For example, employees who work in factories and also their technical workshops are required to wear safety shoes and helmets to maintain safety and health at work. Meanwhile, in the garden section, the harvesters are required to wear boots and special safety helmets equipped with goggles, to protect their eyes when the harvesters are working in the garden. Meanwhile, in large offices, employees are also required to wear safety shoes and safety helmets,

provided that helmets are not required to be worn when employees are working in the office.

The employees of PT. Karya Tanah Subur strictly adheres to these safety regulations, employees are seen always wearing helmets and safety shoes when in areas where safety is required and no employee entering areas such as factories and engineering workshops can use complete safety.

Compliance Level When Driving Within Company Area

The road conditions in the company area which are dusty and also gravel are of course a risk to the health and safety of employees, especially employees who ride motorbikes. The regulations in PT. Karya Tanah Subur requires all employees and their families within the scope of the company to always wear helmets when driving in the company area. The company does not hesitate to provide sanctions and warning letters to employees who violate it. The sanction can be in the form of cutting the year-end bonus or even terminating employment if the employee does the same thing repeatedly. Not only that, in responding seriously to this matter, the company also formed a special team assigned to carry out ticketing in the company area,

Risk Levels Associated with Long Working Hours

Engaged in the oil palm plantation industry, of course the factory must operate 24 hours except on Fridays and if there is interference with the operational machine. Minimizing the occurrence of risks to the health and safety of employees related to long working hours the company uses a shift system (turnover) in order to avoid risks that will occur due to employees not getting enough rest.

Use of Masks

The government's policy on easing the use of masks indoors and outdoors allows people to carry out their activities as usual. However, this is not yet the case at PT. KTS, the company continues to implement a mandatory mask policy even outside the room. This was conveyed by Mr. Arief Fadillah as the head of the administration section (time) of PT. KTS that the company will revoke the mandatory mask if there is already an order from the central company, namely PT. Astra Agro Lestari. However, employees responded positively to this. Employees comply with mandatory mask regulations and always comply with health protocols.

Company Efforts in K3 Program

The efforts that can be carried out by the company in maximizing the K3 program, namely, implementing environmental, health & safety policies at PT. Karya Tanah Subur, which contains 5 important points, namely:

1. Prevention of residential land and forest fires.
2. Application of the concept of minimal waste production and 5K2S
3. Updating methods of increasing employee awareness of safety culture

4. Achieve greening criteria by having proper standards and Astra green company
5. Minimizing zero accident events (work accidents)

Procurement of the Office of Safety

The existence of a safety office as a security center, to make it easier for employees when they need something related to K3. For example, employees who experience damage to safety shoes or helmets can report directly to the safety office, or if a fire occurs in the company area, they can immediately report to the safety office to direct the fire trucks provided by the office.

Polybund Procurement

Polibun or garden polyclinic is a health facility established by the company to provide health and care services to employees and their families within the scope of PT. Fertile Land Works.

Procurement of Posyandu

Not only polybuns, the company has also set up posyandu in each affdeling. There are 7 posyandu located in 7 different affdeling.

Top Safety

Every morning the staff and superiors take turns conveying the safety top, namely the importance of maintaining health and safety at work. The safety top is conveyed in order to always remind employees to always be careful at work, don't be careless and always tell your boss if there is a problem with the tools used while working.

CONCLUSION

Based on the results of the discussion above, the conclusions that can be drawn in this study are described as follows. The factual results of the average employee at PT. Karya Tanah Subur has realized the importance of implementing K3 in work activities, this is evidenced by the small number of work accidents that have occurred at PT. Karya Tanah Subur every year. Awareness of the application of OSH by employees is influenced by the level of discipline of the employees and also the company's level of concern about the OSH program.

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