

ANALYSIS OF THE IMPLEMENTATION OF AREA ENTRY PERMITS (SIMA) IN AN EFFORT TO IMPROVE EMPLOYEE PERFORMANCE AT PERTAMINA EP CEPU'S JTB GAS DRILLING PROJECT

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Abstract

Many work accidents are caused by undisciplined in the use of PPE (Personal Protective Equipment), not complying with standard procedures, and using the wrong machine and equipment. The purpose of this study is to analyze and evaluate SIMA implementation in the JTB-PEPC Gas drilling project, and using qualitative research methods with data collection techniques of observation, interviews, and documentation. The results of this study show that the SIMA implementation to improve employee performance in the JBT-PEPC Gas drilling project has been running Process by producing faster drilling times than the target and can reduce the number of work accidents, but in SIMA implementation there are still some findings that have not been maximized, because they are still found violations that can affect employee performance will cause work accidents and employee discipline is still low in the use of PPE.

Keywords: : Leadership, Motivation and Performance

INTRODUCTION

PT. Pertamina EP Cepu is a subsidiary of PT. Pertamina (Persero) is engaged in the exploration and production of oil and gas. PT Pertamina EP Cepu has been appointed as The Operator of Jambaran and Tiung Biru Unitization Field on the agreement of KKKS WK (Working Area Cooperation Contract Contractor) Block PT Pertamina EP (PEP) and KKKS WK (Working Area Cooperation Contract Contractor) Cepu Block has conducted a Unitization Agreement (UA) signed on September 14, 2012.

Drilling activities are the main activities in an oil and gas production process involving hundreds of workers both workers from Pertamina EP Cepu (PEPC), main contractors and also sub-contractors and supporting workers (catering, OB etc.).

Ensuring everyone who enters the Drilling area is the main thing because it affects drilling performance, this is where the obligations and duties of the K4LL function to ensure that every worker (Pertamina, partners, contractors and guests) who enter the Drilling area is already qualified related to K4LL aspects (training, health through MCU results and background check security)(Tamba, 2019).

This reinforces the importance of re-evaluating work safety programs and behaviors to deal with worker safety issues more effectively and reduce injury and accident rates in the industry. For this reason Pertamina EP Cepu ensures a safe working environment, and all workers involved in drilling operations at the Jambaran-Tiung Biru (JTB) gas field must implement this safety best practice by applying an Area Entry Permit (SIMA).

Work accidents that occurred in PT. Pertamina EP Cepu mostly occurs due to workers themselves, for example when carrying out undisciplined work in terms of the use of PPE (Personal Protective Equipment), not complying with Standard Operating Procedures (SOPs), and the use of faulty machinery and equipment.

Actually, the company in this case has tried to reduce the rate of work accidents, through increased discipline and the provision of strict sanctions and even have provided various programs such as training programs and so on, so that Work accidents have decreased year after year.

SIMA is something that must be owned by every worker who will enter the drilling work area, in order to protect workers from all forms of accidents and diseases due to work, because by applying SIMA the number of work accidents can be reduced or eliminated altogether.

It is also beneficial for companies, because workers who feel safe from the threat of work accidents and occupational diseases will work more eagerly and productively, and this obligation is regulated in the Laws and Regulations in Indonesia (Pratiwi, 2016; RI, 1970; UU RI Nomor 1 Tahun 1970, 1970).

In the application of SIMA in the JTB - PEPC Gas drilling project there are still some gaps that can affect worker performance where it can cause work accidents and with not yet.

The integration of the licensing system carrying out the work and area entry permits (SIMA) resulted in the management of such permits as ineffective and unstandardized. One of the gaps in the application of SIMA is that worker performance can be weakened because it is still found when entering the drilling work area has not been equipped with training on work safety so that there are potential for work accidents, besides that there are several gaps in the application of this SIMA system that researchers wrote in the next discussion.

METHOD

The authors of this study use a qualitative approach, because problems relate to humans that are fundamentally dependent on observation. Data analysis is inductive or qualitative and research results emphasize meaning more than generalizations. This qualitative research method is often called naturalistic research methods because the research is done under natural conditions (Eubanks-Carter et al., 2012; Forrest-Lawrence, 2019; LeBoeuf & Shafir, 2001; Moschkovich, 2019). Objects in qualitative research are natural objects that are objects that are what they are, not manipulated by researchers entering objects after exiting objects and after exiting objects relatively unchanged (Johnson & Onwuegbuzie, 2004).

RESULTS AND DISCUSSION

Based on the results of observations and interviews with sources as informants for research conducted by the author by analyzing the performance of the K4LL system in the application of Area Entry Permit (SIMA) JTB-PEPC gas drilling work. Performance is the result of work in quality and quantity that can be achieved.

In the implementation of the K4LL system in accordance with the provisions that have been agreed with all parties. Performance is how a system is expected to function according to its purpose. In any system of its size, all jobs are interconnected. The result of a set of job performance is input for other performance. Because they are interdependent, what appears to be a small performance gain in an aspect of the job can result in a large overall gain. So the productivity of a system depends on the accuracy and efficiency of work behavior. PT Pertamina EP Cepu (PEPC) has a strong commitment to protect everyone, company assets, the environment and the surrounding community from potential hazards associated with PEPC activities.

PEPC in all its operations always prioritizes aspects of K4LL as clearly stated in the K4LL Policy. The application of K4LL aspects must be carried out in an integrated manner in every activity to prevent and reduce / reduce incidents (worker accidents, occupational diseases, equipment failures, fires, safety disturbances, environmental pollution and other operating disorders) and minimize operating risks to improve reliability, efficiency and productivity. This is the responsibility of the entire management, workers, and partners. The management team is obliged to monitor its implementation consistently in accordance with applicable regulations.

The K4LL system provides support and supervision to all workers to ensure that all K4LL programs are run in accordance with applicable provisions, one of which is the application of An Area Entry Permit (SIMA) of drilling work. This work permit system applies to all workers involved in the drilling project be it Pertamina employees, partners and guests who will enter the drilling area. However, in its application is still not consistent, does not have an integrated system in monitoring its implementation and still takes a long time about 2-3 weeks in the management and issuance of SIMA.

K4LL's performance is based on several regulations that have a role in providing support to JBT-PEPC drilling operations to create a safe working atmosphere. All workers involved in the drilling project have a role to perform a safe work risk assessment by running the system that has been created by the K4LL team.

Risk assessment is obtained by combining the factor of possible work (Probability) with the severity (consequence). Especially for the impact of health hazards that have chronic effects, risk assessment is carried out taking into account the magnitude of losses (severity), likelihood and period of exposure, while for security threats must consider the level of vulnerability and threat. This system is certainly made by getting full support by the highest leadership, namely the President Director by issuing the K4LL Policy. Against every asset of the company that has been inventoried, identify the security threat attached to the asset. Security threat identification includes threats sourced from internal or external companies, whether caused by humans, equipment /

technical, environment (geography, demographics and social and economic conditions of the community) or by nature.

Based on information from sources who explained about K4LL's performance in the application of SIMA for drilling projects has been very good, but there are still opportunities for improvement for the refinement of the existing system. Performance can be both individual and group work. The appearance of this work is not limited to the K4LL system but also the awareness of all workers involved in this drilling project.

Each assessment of the results of work there is a special assessment of performance which is a process of assessing work in an organization through performance assessment instruments. In essence, performance assessment is an evaluation of work performance, the implementation of work in accordance with or exceeding the job description, this means that the work was successfully done well. If the performance assessment shows results below the job description, this means that the implementation of the work is not good. Thus performance assessment can be defined as a formal process undertaken to evaluate the level of implementation of work or work of a system and provide feedback for the suitability of the level of performance.

The implementation of the SIMA system is one of the K4LL programs published by the company, which aims to ensure that every worker who enters the drilling work area has gone through several stages that must be passed by workers. With this system also in addition to reducing the level of accident value as well as safety. Risks arising from the company's operations in the form of security threats, health, safety and environmental hazards and nonconformities to the quality of materials, equipment and products.

Policy implementation is in principle a way for a policy to achieve its goals. To measure whether a policy succeeds or not, of course, seen from whether the policy objective is achieved or not otherwise it is said to be unsuccessful if the policy objective is not achieved. The failure of a policy is often due to the policy cannot be passed due to several things.

SIMA is a system used to ensure all employees who enter and work in the JTB Gas drilling area. PEPC has met K4LL requirements to prevent work accidents. The success of policy implementation is largely determined by an implementation model that is able to guarantee the complexity of problems that will be solved through certain habits. This policy implementation model is certainly expected to be an increasingly operational model so as to explain the causality relationship between indicators related to the policy.

In this study, the authors analyzed the implementation of SIMA in Pertamina EP Cepu's JTB Gas drilling project through 4 (four) indicators, namely idealized policy, target groups, implementing Organization and Environmental Factors. From the results of the analysis on the idealized policy indicator, although in general the implementation of SIMA in the JTB-PEPC Gas drilling area has been implemented but not yet maximally because there are still found workers who enter the drilling area have not completed the requirements set by the company, such as not carrying out training that has been set in the worker training list (Training Matrix) and so on.

From the target groups indicator, the target that the company wants to aim for through SIMA implementation policy in the JTB-PEPC Gas drilling project is the absence of workers who enter without permission during the drilling project. But the reality is still found some workers who entered the drilling area without going through the licensing process and through the screening stage by the K4LL function.

From the implementing organization indicator, the K4LL function is given the task of creating the system, supervising and reporting the implementation of SIMA in accordance with the duties and responsibilities of the function. If the implementation process has been running, it is expected that there will be an output that is the immediate result (effect) and the final impact (impact). Immediate results are the short-term effects or consequences produced by a policy implementation, while the policy impact is a number of consequences produced by policy implementation through a long-term process. Immediate results and impacts will be very useful to assess the implementation of a policy.

From environmental factors indicators, although the implementation of SIMA in drilling projects has been carried out still has not provided a better change in employee performance because there are still many workers who do not comply in carrying out the rules that have been made and still consider that the implementation of SIMA is only limited to procedures / regulations without implementation.

Efforts made in increasing employees made a system to support the SIMA program by making a system that is integrated with the worker database, so that when the mcu validity period has expired will provide information to the officers shown to monitor this system.

The appointment of officers to monitor the SIMA submission process with the aim to be able to cut the time of the SIMA submission process. Created electronic identification that is integrated with SIMA. In addition, making submissions for the creation of SIMA with an online system (paperless) so as to speed up the SIMA issuance process.

CONCLUSION

Based on the results of the research and discussions that have been outlined above, the researcher concluded the implementation of K4LL performance in the application of SIMA in the JTB Pertamina EP Cepu gas drilling royek has been running well in accordance with the objectives and functions of the SIMA and the conclusion is as follows:

1. The implementation of SIMA in the JTB-PEPC Gas drilling project has been carried out but there are still shortcomings in its implementation. Some of the findings in the implementation of SIMA that have an impact on employee performance, namely:
 - a. Penetration in the work area area by workers who do not have SIMA.
 - b. There are still found workers working in the drilling area have not been equipped by the required training requirements.

Efforts have been made to improve worker performance in the implementation of SIMA in the JTB-PEPC Gas drilling project. But it was still found that workers did not comply with regulations in the use of Personal Protective Equipment (APD) and the fulfillment of required training before entering the drilling area.

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