

Recommendations for Occupational Safety and Health (K3) as a Means in Increasing Employee Performance Productivity

Muhammad Rifqi¹, Otto Fajarianto², Husni Thamrin³

Mercu Buana University, Jakarta, Indonesia

Universitas Negeri Malang, Malang, Indonesia

Awang Long School of Law, Samarinda, Indonesia

m.rifqi@mercubuana.ac.id¹, ofajarianto@gmail.com², husnithamrin180865@gmail.com³

Abstract

Occupational Health and Safety (K3) is an important aspect in an industrial environment that aims to protect employees from various risks and hazards that may occur during the production process. This study aims to analyze the role of OSH in increasing productivity and quality of work in various industrial sectors. Regulation of the Minister of Manpower No. 4 of 1987 confirms that every agency that employs employees with a number of over 100 people or more is obliged to pay attention to the occupational safety and health of its employees, but unfortunately Not all agencies apply K3 to these agencies. Working with a healthy, safe and comfortable body and environment is what all workers want. On the other hand, an unhealthy or unhealthy workplace (often exposed to hazardous substances/items affecting health/occupational safety) can increase the number of unhealthy and even accidents, lower the quality of workers' health, increase health costs and many other negative impacts. This study uses a qualitative approach by collecting data from various sources, including literature studies and interviews with industry practitioners who are experienced in OSH implementation. The results showed that OSH has a significant role in increasing employee productivity by reducing absenteeism due to work-related accidents and diseases. In addition, the implementation of an effective OSH program can reduce the number of work accidents and potential injuries, which ultimately improves work quality and operational efficiency. This study concludes that OSH is not only the responsibility of the company, but also the community and government must be involved in ensuring a safe and healthy work environment. With the implementation of OSH management, it is hoped that healthy workers will make productive workers, which is very important for the success of company and agency businesses and national development.

Keyword: K3, productivity, quality, healthy, business success, effective

INTRODUCTION

Occupational Safety and Health (K3) is a form of effort to create a workplace that is safe, healthy, free from environmental pollution, so that it can protect and be free from work accidents which can ultimately increase work efficiency and productivity. Occupational accidents not only cause fatalities but also material losses for workers and employers can disrupt the production process as a whole, damage the environment which will ultimately have an impact on the wider community.

The Vision for Health Development in Indonesia that is implemented is Healthy Indonesia 2016 where the population lives in a healthy environment and behavior, is able to obtain quality health services in a fair and equitable manner, and has the highest degree of health (Ministry of Health RI, 2002). There is always a risk of failure every work activity. And when a work accident occurs, no matter how small, it will result in a loss effect. Therefore, as much as possible and as early as possible, the potential for work accidents must be prevented or at least the impact reduced. The handling of work safety issues in a company must be carried out seriously by all components of the business actor, it cannot be done partially and is treated as a marginal discussion within the company. Occupational health can be achieved optimally if the three components of work capacity, workload, and work environment can interact well and harmoniously (Suma'mur PK, 1996).

Workplace accidents are a major cause of individual suffering and reduced productivity. According to the ILO (2003), an average of 6,000 people die every day due to illness and work accidents, or 2.2 million people per year, as many as 300,000 people per year, of whom die as a result of illness or work accidents.

Poor working conditions have the potential to cause work accidents, get sick easily, stress, difficulty concentrating, causing decreased work productivity. Working conditions include physical variables such as the distribution of working hours, temperature, lighting, sound, and architectural characteristics of the workplace which are less comfortable, for example: hot, noisy, poor air circulation, less clean, resulting in easy stress for workers.

Physical environmental conditions can occur, for example temperatures that are too hot, too cold, too crowded, lack of light and the like. Rooms that are too hot and too cold cause discomfort for someone in carrying out their work. Heat is not only in terms of air temperature, but also circulation or air flow, the emergence of work stress, because some people are more sensitive to noise than others.

In the era of globalization and the WTO and GATT free market which will take effect in 2020, occupational health and safety is one of the preconditions set in the economic relations of trade in goods and services between countries which must be met by all member countries, including the Indonesian nation. To anticipate this and realize the protection of Indonesian workers; the Healthy Indonesia Vision has been established, which is a picture of Indonesian society in the future, whose people live in a healthy environment and behavior, receive quality health services in a fair and equitable manner, and have the highest degree of health.

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

Occupational accidents not only cause fatalities or material losses for workers and employers, but can also disrupt the production process as a whole, damage the environment

which will ultimately have an impact on the wider community. Occupational Diseases (PAK) and Occupational Accidents (KK) among health and non-health workers in Indonesia have not been properly recorded. If we study the number of accidents and occupational diseases in several developed countries (from several observations), it shows a trend of increasing prevalence. As a causative factor, it often occurs due to a lack of worker awareness and inadequate quality and skills of workers. Many workers underestimate work risks, so they do not use safety equipment even though it is available.

METHODOLOGY

Several methods can be combined and adapted to the specific needs and characteristics of each work environment. It is important to involve all parties involved, including management, employees and relevant external resources, in the effort to create a safe, healthy and productive work environment. Implementation of appropriate and sustainable K3 methods will contribute to reducing work-related accidents, injuries and illnesses, as well as improving the quality of life and employee productivity, including:

Occupational Health and Safety (K3) Committee: Establishing an OSH committee is an effective method for involving various parties in the workplace, including employees and management, in making decisions related to OSH. The K3 Committee discusses and designs the K3 strategy and program appropriate to the needs and conditions in the work environment.

OSH Reward Program: Implementing a reward program to encourage employees who adhere to good OSH practices. This program can be in the form of recognition for achievements in K3, providing incentives, or other awards that encourage and motivate employees to continue to contribute to safety and health at work.

Use of OHS Technology and Tools: Modern technology can be used as a tool to improve OHS. The use of safety sensors, chemical exposure tracking systems, or smartphone-based applications for incident reporting are examples of how technology can improve OSH risk monitoring and response.

Use of Personal Protective Equipment (PPE): Personal protective equipment (PPE) is an effective method of protecting employees from physical, chemical and biological hazards in the workplace. Proper and regular use of PPE is essential to minimize the risk of occupational injury and illness.

OHS Audit: OHS audit is conducted to evaluate compliance with OHS policies and procedures, as well as to identify areas that require improvement. The results of the audit become the basis for designing corrective actions and improvements in the K3 program

External Expert Consultation: Engaging external OSH consultants or experts can provide additional perspective and assistance in identifying workplace hazards and risks and designing appropriate solutions.

Benchmarking: Doing benchmarking with other companies or similar industries to compare and understand the best OSH practices that can be adopted and applied in your own workplace.

RESULT AND DISCUSSION

By seriously implementing OSH general instructions, companies can create a safer and healthier work environment, which will ultimately increase productivity, reduce accidents, and improve the overall quality of work of employees. For us researchers provide general K3 instructions as follows:

1. **Prioritize Safety:**
Always stick to the principle that safety is the most important in every job you do. Teach employees to prioritize personal and collective safety, and take responsibility for the safety of co-workers. Always remember that it is better to prevent an accident than to deal with its consequences.
2. **Recognize Potential Hazards:**
Thoroughly identify risks and potential hazards in the workplace, including indoors and outdoors. Make a list of potential hazards and risks specific to each type of work or work area. Carry out regular inspections and safety audits to ensure that all potential hazards are detected and addressed in a timely manner.
3. **Use Personal Protective Equipment (PPE):**
Make sure employees understand the types and functions of each PPE that must be used according to the work being done. Provide proper PPE and ensure employees use PPE correctly and regularly. Conduct training on how to wear and care for PPE properly.
4. **Follow Safe Work Procedures:**
Establish and deploy safe work procedures for every task or job performed by employees. Make sure employees understand and follow every step of the work procedures that have been set. Always review and update work procedures when necessary, especially if there are changes in equipment or work environment.
5. **Do K3 Training:**
Plan and organize OHS training regularly and comprehensively for all employees, including new employees. OSH training must include an understanding of potential hazards, warning signs, preventive measures, and emergency measures. Teach employees to recognize signs of danger and notify management if they encounter a hazardous condition.
6. **Don't Sacrifice Safety for Productivity:**
Raise awareness among employees that safety should not be sacrificed for increased productivity. Teach employees to report pressure or practices that compromise safety to achieve productivity targets.
7. **Report a Hazardous Condition:**
Create an environment where employees feel comfortable reporting hazardous conditions or potential risks without fear of retaliation. Ensure that all reports of hazardous conditions are taken seriously and corrected as soon as possible.
8. **Respond to Accidents and Emergency Events:**
Organize training on emergency measures and evacuation for all employees. Make sure employees know how to respond quickly and effectively to an accident or emergency. Conduct a thorough investigation after an accident to identify the cause and prevent similar incidents in the future.
9. **Consider Ergonomics:**
Make sure work equipment and work environment are adjusted to ergonomic principles to reduce the risk of injuries and musculoskeletal complaints. Evaluate periodically to assess whether there are equipment or facilities that need to be adjusted to suit ergonomic principles.
10. **Evaluation and Improvement:**
Conduct periodic evaluations of existing OSH programs and identify areas for improvement. Provide feedback to employees about successes and challenges in OSH.

implementation. Involve employees in OSH-related discussions and updates to create a safer and healthier work environment.

CONCLUSION

Work fatigue is a very important problem that needs to be handled properly. Work fatigue is characterized by a decrease in muscle strength, fatigue which is a subjective symptom and decreased alertness (Grandjean, 1985). Everyone needs a job to fulfill his life needs. At work Occupational safety and health (K3) is a very important factor to pay attention to because someone who experiences illness or an accident at work will have an impact on himself, his family and the environment. One component that can minimize accidents at work is health workers. Health workers have the ability to deal with victims in work accidents and can provide counseling to the public to realize the importance of occupational safety and health.

REFERENCES

- Anonymous. BPJS Records 3576 Work Accident Cases in Riau and West Sumatra 2016 [cited 2017 March 20]. Available from: www.m.riau24.com.
- Budiono S. Anthology of Hiperkes and Work Safety. Semarang: Diponegoro University; 2003.
- Center for Data and Information of the Republic of Indonesia. Occupational Health Situation 2014 [cited 2017 20 March].
- Jamsostek. Work Accident Rates in the Last Five Years Tend to Increase in 2011 [cited 2017 March 20]. Available from: <http://www.poskotanews.com>.
- Ministry of Health of the Republic of Indonesia. 2014 [cited 2017 20 March]. Available from: <http://www.depkes.go.id/article/print/201411030005/1-person-worker-in-the-world-dies-every-15-seconds-due-to-work-related-accidents.html#sthash.3hTidTq8.dpuf>.
- Notoatmodjo S. Health Behavior Science. Jakarta: PT. Rineka Cipta; 2014.
- Primary AK. The Relationship between Worker Characteristics and Unsafe Action on Loading and Unloading Workers at PT. Surabaya Container Terminal. The Indonesian Journal of Occupational Safety and Health. 2015;4(1):64- 73.
- Primary EW. The Relationship Between Worker Behavior and Work Accidents in the Production Department of PT. Linggarjati Mahardika Mulia Pacitan [Thesis] 2015.
- Sari NW. Relationship between Behavior and Characteristics of Workers with Work Accidents in the Production Department of PT. Jaya Sentrikon Indonesia Padang in 2012
- Silalahi B. Occupational Health and Safety Management. Jakarta: PT. Pressindo Development Library; 1995.
- Suma'mur. Company Hygiene and Occupational Health (Hyperkes). Bandung: Sagung Seto; 2014.
- Tarwaka. Occupational Health and Safety: Management and Implementation of K3 in the Workplace. Surakarta: Harapan Press; 2014.
- Yusniar. The Relationship Between Predisposing, Enabling and Reinforcing Factors with Unsafe Action (Study of PT. Waskita Karya (Persero) on Projects Development Airport International Juanda Surabaya [Thesis] 2013.