

Implementation Of Occupational Safety And Health (K3) In Palm Oil Factory (Case Study: PT X Sumatera Utara)

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Abstract

Occupational safety and health in oil palm plantations is not only very important for workers, but occupational safety and health determines the productivity of a job. Occupational health as an aspect or element of health that is closely related to the work environment and work which can directly or indirectly affect work efficiency and productivity. The aim of the research is to explain the Implementation of Occupational Safety and Health at the PT X North Sumatra Palm Oil Factory. The research method used is descriptive analysis to identify an overview of the implementation of occupational safety and health at Palm Oil Factory PT X North Sumatra Those who had a health check were 24 people or (72.7%) respondents and those who did not have a health check were 9 people or (27.3%) respondents. Use of PPE: 28 people used PPE or (84.8%) respondents and 5 people did not use PPE or (15.2%) respondents. There were 31 people who complied with working hours or (93.9%) respondents and 2 people who did not meet the requirements or (6.1%) respondents. The conclusion in this study is that respondents comply with work regulations, use PPE as personal protective equipment, pay more attention to their health, apply work according to K3 regulations by the Palm Oil Factory PT X North Sumatra and is considered very good by the employees themselves.

Keywords: Health Check, Use of PPE, Working Hours

INTRODUCTION

In running a business, a company needs human resources, namely employees. Human resources as employees cannot be separated from problems related to occupational safety and health. When working, ensuring occupational safety and health can foster work enthusiasm in employees. Employees who work have the right to work health and safety,

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the implementation of which is based on statutory regulations. Occupational Safety and Health (K3) is used as an aspect of worker protection as well as protecting company assets with the aim of providing guarantees of safe and healthy conditions to every employee and to protect Human Resources (HR). Occupational Health and Safety also aims to reduce the number of work accidents, especially in Indonesia. (Elphiana et al., 2017).

PT X is a company engaged in palm oil plantations and processing. In its operations, PT X is obliged to implement Occupational Safety and Health. The main aim of implementing good and correct Occupational Safety and Health is that it is hoped that it can achieve a Zero Case condition or a condition of zero work accidents. The implementation of Occupational Safety and Health (K3) at PT X includes the company's commitment to implementing K3 in the work environment, such as the obligation to use Personal Protective Equipment (PPE) for workers, as well as health checks.

Occupational safety and health on palm oil plantations is not only very important for workers, but occupational safety and health determines the productivity of a job. The potential threat of health problems and work accidents is directly related to the number of risky behaviors carried out by planters in each job. The way to suppress and limit health problems and work accidents is by suppressing and limiting risky behavior. Risky behaviors and sources of threats to health problems must be understood by growers. Therefore, raising the awareness of planters to do the right thing in their work is very important in realizing and increasing the productivity and welfare of planters in the long term.

The Social Security Administering Agency (BPJS) for Employment recorded that the number of work accidents in Indonesia was 265,334 cases in 2022. This number increased by 13.26% from the previous year which amounted to 234,270 cases. Minister of Manpower (Menaker) Ida Fauziyah said that this data is an indication that the implementation of occupational safety and health (K3) must be given increasing attention. He also encouraged more and more companies to implement K3 management systems consistently in accordance with applicable laws and regulations.

Republic of Indonesia Government Regulation Number 50 of 2012 concerning the Implementation of Occupational Safety and Health Management Systems must also be implemented to increase the effectiveness of occupational safety and health protection, inseparable from efforts to implement occupational safety and health that are planned, measurable, structured and integrated through SMK3 to ensure the creation of an occupational safety and health system in the workplace involving elements of management, workers/laborers, and/or trade/labor unions in order to prevent and reduce work accidents and work-related diseases as well as creating a comfortable, efficient and productive workplace. The implementation of occupational safety and health through SMK3 has

developed in various countries both through guidelines and standards. To provide uniformity for each company in implementing SMK3 so that safety protection (Reno Anugra P, 2018).

Work accidents not only cause casualties and material losses for workers and employers, but can disrupt the production process as a whole and damage the environment, which ultimately has an impact on society at large. If companies do not pay attention to the importance of implementing worker safety and health, then the possibility of accidents occurring will be high and company losses will increase (Nita F & Rono K, 2016).

Efforts to implement occupational safety and health that are planned, measurable, structured and integrated through the Occupational Safety and Health Management System (SMK3) are needed to prevent work accidents, ensure the creation of an occupational safety and health system in the workplace, increase the effectiveness of occupational safety and health protection, as well as creating a comfortable, efficient and productive workplace.

RESEARCH METHODS

Research Location and Time

This research was conducted at the PT X North Sumatra Palm Oil Factory in 2023.

Population and Sample

The population of research subjects is employees of the PT X North Sumatra Palm Oil Factory in 2023. The employee population is 187 people. The sample is part of the population that is expected to represent the population. The sample in this study was 33 employees of the PT X North Sumatra Palm Oil Factory in 2023.

Types Of Research

This type of research is descriptive analysis using cross sectional research methods to see a picture of the implementation of occupational safety and health at the PT X North Sumatra Palm Oil Factory.

Data Collection And Analysis

Data were collected using a questionnaire which was filled in directly by respondents with a sample size of 33 respondents. The data obtained after processing is presented in tabular form. The data collected was then processed using the SPSS computer program which was presented in table form with explanations.

RESULT AND DISCUSSION

Health Check

Occupational health as an aspect or element of health that is closely related to the work environment and work which can directly or indirectly affect work efficiency and productivity (Tarwaka, 2014).

According to Lidya in Sayuti (2013), the definition of occupational health is something that concerns possible threats to the health of someone who works in a place or company during normal working hours.

According to Mangkunegara (2009), occupational health refers to conditions that are free from physical, mental, emotional or pain disorders caused by the work environment. Health risks are factors in the work environment that work beyond a specified time period, an environment that can cause emotional stress or physical disorders.

Law RI No. 13 of 2003 concerning occupational health and safety efforts is intended to provide safety guarantees and improve the health status of workers/laborers by preventing work-related accidents and diseases, controlling workplace hazards, health promotion, treatment and rehabilitation. A pre-employment health examination is a health examination carried out by a doctor before a worker is accepted to do work.

Table 1. Frequency of Health Check Respondents at Palm Oil Factory PT X

Health Check	N	Presentase (%)
Yes	24	72,7%
No	9	27, 3%
Total	33	100%

Source : Data Processed, 2023

The research results in Table 1 show that from 33 respondents results were obtained regarding compliance with employee health checks at Palm Oil Factory PT X with the highest score being 24 people or (72.7%) respondents and the lowest score being 9 people or (27.3%) respondents. In this research, it was found that respondents paid more attention to their health by always checking their health at the Health facility for the smooth running of their work at the PT Palm Oil Factory PT X.

Use PPE

Personal protective equipment is a tool used to protect part or all of the body from potential dangers and work accidents (Kaelan Erwan, 2006).

Personal Protective Equipment plays an important role in occupational health and safety. In national development, labor has an important role and position as development actors. As a development actor, it is necessary to make efforts to protect both the economic, political, social, technical and medical aspects in realizing the welfare of the workforce. The occurrence of work accidents can result in fatalities, defects, equipment damage, reduced quality and production results, cessation of the production process, environmental damage, and ultimately will be detrimental to all parties and have an impact on the social economy.

The use of personal protective equipment is not a comfortable tool to wear, but the function of this equipment is very large because it can prevent work-related illnesses or accidents while working. In reality, there are still many workers who do not wear this tool because they feel discomfort while working. The use of PPE, for example, such as masks, is felt to interfere with comfort when working. Apart from that, many workers do not wear ear protectors such as ear plugs or ear muffs. The use of PPE still requires appropriate adjustments to reduce the possibility of accidents or injuries and also prevent work-related illnesses that will be suffered several years later.

Work safety is also intended to provide protection to workers, which concerns aspects of safety, health, maintenance of work morals, treatment in accordance with human dignity and religious morals. This is intended so that workers can safely carry out their work in order to increase work output and work productivity. Thus, workers must receive guarantees of safety and health protection in every day-to-day work carried out (Tarwaka, 2014).

Tabel 2. Frequency of Respondents Using PPE at Palm Oil Factory PT X

Using PPE	N	Presentase (%)
Yes	28	84,8%
No	5	15, 2%
Total	33	100%

Source : Data Processed, 2023

The research results in Table 2 show that from 33 respondents research results were obtained regarding the use of employee PPE at Palm Oil Factory PT X with the highest score being 28 people or (84.8%) respondents and the lowest score being 5 people or (15.2%) respondents. In this study, respondents mostly used PPE as personal protection during working hours.

Working Hours

Length of time working in relation to carrying out tasks and maintaining good body condition, persisting with work at any time according to workload, work in a day, week and others. According to experience, the maximum capacity is 2.4 liters/minute, because the whole body must be mobilized to meet this need. If one third of the capacity is carried out, the work can be done in 5 hours if the calorie intake is only 2800 calories/day. This ability is influenced by age factors, such as at the age of 50 years the capacity remains at 80% and at 60 years it becomes 60% of the capacity of those aged 25 years.

The length of time a person works in a day is generally 6-8 hours and the rest is for rest or life in the family and community. Extending the time beyond that will usually reduce efficiency, cause fatigue, illness and accidents. Research shows that a reduction in working hours from 8% to 8 hours is accompanied by an increase in day-to-day efficiency with an increase in productivity of 3 - 10%, this tendency is more visible in work done by hand. Likewise, it turns out that work performance cannot increase further, or even decrease, if the time exceeds 8 working hours. From research figures, absenteeism increases rapidly if working hours exceed 63.2 per week for men and exceed 57.3 for women. The number of working hours in a week that allows a worker to work well is 40 hours, more than this will cause detrimental things.

Tabel 3. Frequency of Respondents Based on Working Hours at Palm Oil Factory PT X

Working Hours	N	Presentase (%)
Qualify	31	93,9%
Not Eligible	2	6, 1%
Total	33	100%

Source : Data Processed, 2023

The research results in Table 3 show that the 33 respondents obtained from the research results regarding the working hours applied to employees at Palm Oil Factory PT X. The working hours that met the requirements according to the results of this research were 31 people who met the requirements or (93.9%) respondents and those who did not meet the requirements were 2 people or (6.1%) respondents. This shows that the Palm Oil Factory PT X apply working hours in accordance with labor laws and regulations.

Occupational Safety and Health (K3)

According to Mangkunegara (2009), occupational health refers to conditions that are free from physical, mental, emotional or pain disorders caused by the work environment. Health risks are factors in the work environment that work beyond a specified time period, an environment that can cause emotional stress or physical disorders.

Law RI No. 13 of 2003 concerning occupational health and safety efforts is intended to provide safety guarantees and improve the health status of workers/laborers by preventing work-related accidents and diseases, controlling workplace hazards, health promotion, treatment and rehabilitation.

Tabel 4. Frequency of Respondents Based on Occupational Safety and Health at Palm Oil Factory PT X

K3	N	Presentase (%)
Very Good	22	66,7%
Enough	11	33,3%
Total	33	100%

Source : Data Processed, 2023

The research results in Table 4 show that from 33 respondents research results were obtained regarding satisfaction with the Occupational Safety and Health of PT Palm Oil Factory employees. X North Sumatra. The research results answered very well, 22 people or (66.7%) respondents and 11 people answered quite well or (33.3%) respondents. This shows that the implementation of K3 by the Palm Oil Factory PT. X North Sumatra is considered very good by the employees themselves.

CONCLUSIONS AND SUGGESTIONS

The results of this study can be concluded that respondents comply with work regulations, use PPE as personal protective equipment, pay more attention to their health, apply work according to K3 regulations by the Palm Oil Factory PT X North Sumatra and is considered very good by the employees themselves.

The suggestions from this research are that it is hoped that the employees of the Palm Oil Factory of PT. X needs a more in -depth socialization about K3 to be higher about awareness of K3.

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