



AISCH 2022

The 3rd AI Insyirah International Scientific Conference on Health

ANALYSIS OF WORKPLACE CONDITIONS IN THE IMPLEMENTATION OF THE PROGRAM (K3) AT PT. GLOBAL DATA SOLUTION NEW PEKANBARU

¹Jufenti Ade Fitri, ²Rifa Yanti, ³Yuliani Delita

^{1,3}Public Health Program, STIKes AI Insyirah Pekanbaru

²Nursing program, STIKes AI Insyirah Pekanbaru

email : jufentiadefitri09@gmail.com

ABSTRACT

Law No. 1 of 1970 Occupational safety and health, namely work requirements or norms in all workplaces, must continuously be created and developed in accordance with community development and technology, therefore it is necessary for companies or industries to implement occupational safety and health, PT .Global Data Solusi is a company engaged in network installation services that have not implemented Occupational Safety and Health. The purpose of this study is to determine the conditions of the workplace in the application of the program (K3) at PT. Global Data Solutions. This research is a qualitative research, the data collection technique used in this research is by interview, documentation, while the sampling in this study is purposive sampling and, while the validity of the data is tested by source triangulation test. This study uses the theory of Bambang Swasto 2011, Unsafe workplace conditions. Based on the results of research on the analysis of workplace conditions in the application of occupational safety and health (K3) programs at PT Global Data Solusi Pekanbaru, that workplace conditions in the application of occupational safety and health have been implemented but only use a belt for observation, PT Global Data Solusi has not implemented in accordance with the operational standards applied by the local government, however, PT Global Data Solusi provides health insurance in the form of BPJS employment for all employees.

Keywords: Workplace Conditions in the Implementation of Occupational Safety and Health

INTRODUCTION

According to Law no. 1 of 1970 Safety and Health, namely work requirements or norms in all workplaces, it is mandatory to continuously create and maintain them in accordance with the development of society, industrialization and technology. Expansion absorption of labor is needed to keep pace with the growth rate of the young population entering the labor market, not a few of which do not have experience in their field of work, therefore it is necessary for companies or industries to implement occupational safety and health. Occupational safety can be interpreted as an effort so that workers are safe in all workplaces so as to avoid accidents including for the rescue and production results (Dyah, 2013)

In Indonesia, K3 regulations are specifically regulated in Law no. 03 of 2003 concerning Manpower. The law states that every company is required to implement an OSH management system that is integrated with the company's management system. The implementation of the OSH program for employees is very important because it aims to create an OSH system that involves integrated elements of management, workforce, working conditions and environment in order to reduce accidents.

According to law no. 1 of 1970 concerning Work Safety was enacted on January 12, 1970 which contains various requirements regarding Work Safety. In this law, it is stipulated regarding the obligations of employers, obligations and rights of workers as well as work safety requirements

that are fulfilled by the organization. According to law no. 13 of 2003 concerning Manpower, in this labor law one of which contains work safety contained in article 86 states that every organization is obliged to implement occupational safety and health efforts to protect worker safety.

Data obtained from the Ministry of Manpower In 2018 there were 114,145 workplace accidents and in 2019 there were 77,295 cases. This shows a decrease in cases of accidents that occurred in the workplace by 33.05%. Meanwhile in Riau Province, in 2019 there were 14,325 work accidents

PT Global Data Solusi or abbreviated as GDS Network is a company that was founded in 2014 in Pekanbaru which was founded in 2014 in Pekanbaru. Starting from the desire of the founders who have been involved in the fields of IT, Network and Electronics for a long time and also saw the development of the cities of Pekanbaru and Riau in general which are increasing rapidly, including the development of IT technology, in 2009 GDS first formed a CV with the name Global Designs Solution engaged in IT Solutions, and in 2012 underwent a structural change with the inclusion of several people who were expected to be able to develop and take part more in the progress of GDS. GDS is expected to be able to become a company that always carries value for IT practitioners and technology users, especially in Pekanbaru.

And it is hoped that it will be able to develop various divisions which of course have a background in Information Technology and Networking. (Profile of PT Global Data Solusi).Based on the initial survey conducted by researchers on February 9 2021, according to the infrastructure manager Mr. Dwiki Oktavin said that PT Global Data Solusi had not implemented workplace conditions in Occupational Safety and Health, the work carried out by employees is classified as very dangerous for the safety and health of employees. So the researchers recommend implementing workplace conditions in occupational safety and health for employees of PT Global Data Solusi, Because it is important to implement the Occupational Safety and Health (K3) program to prevent work accidents and to maintain the quality of employee performance.

RESEARCH METHODS

The type and design used in this research is qualitative research with a direct interview approach to research subjects to find out the Analysis of Workplace Conditions in the Implementation of the Occupational Safety and Health (K3) Program at PT. Global Data Solutions Pekanbaru.

This research was conducted at PT Global Data Solusi, Pekanbaru City, which is located at Jalan Rajawali Sakti, Pekanbaru City, Riau. When this research will be conducted from April to August 2021. In this study, 1 person will serve as the key research informant, 1 Infrastructure Manager, 1 Network Operating Control (NOC), 4 technicians as informants.

In this study the data were obtained based on data collection methods in the following way: The sampling technique is to use a sampling technique to determine the sample to be used in research, In this study, researchers used a sampling technique Purposive sampling and Snowball sampling. According to Sugiyono (2017), purposive sampling is a sampling technique with certain considerations, for example the person is considered to know the most or maybe he is the ruler so that it will make it easier for the researcher to explore the social object/situation being studied and Snowball sampling is a sampling technique that is initially small in number, then grow.

This qualitative research data analysis was carried out using the Miles and Huberman Model (Sugiono, 2014). Miles and Huberman's Data Analysis Model consists of: data reduction, data presentation (data display), and withdrawal or verification (conduction).

RESULTS AND DISCUSSIONS

The results of the research are based on a logical sequence to form a story. The contents show facts/data. Can use Tables and Numbers but do not repeat the same data in pictures, tables, and text. To further clarify the description, can use subtitles.

Discussion is the basic explanation, relationship, and generalization shown by the results. The description answers a research question. If there are any dubious results then show them objectively.

Specifications

Unsafe Work Locations

Field Work Locations

Based on in-depth interviews conducted with 6 respondents, with 2 Key Informants (Key Informant 1, namely NOC and Key Informant 2, namely Infrastructure Manager), The location of the employee's workplace is still affordable because the working area of PT. Global Data solutions cover the Riau region, such as the following quotation:

Key Informants 1:

"If we cover the Riau area, but mostly in Pekanbaru, Kampar, Kerinci, Bengkalis, sis."

Key Informants 2:

"Our work area is only in the province of Riau, such as in Pekanbaru, in Kampar, and Rohil, sis."

Implementation of the Occupational Health and Safety (K3) Program

Based on in-depth interviews conducted with 6 respondents, with 2 Key Informants (Key Informant 1, namely NOC and Key Informant 2, namely Infrastructure Manager), implemented in accordance with Standard Operating Procedures (SOP). Like the following quote:

Key informant 1:

"If the application of K3 is still standard, the important thing is safety, security, but there is no SOP yet."

Key Informants 2:

"If PTs are in the service sector like this, they should really apply K3, sis, but we are still standard K3, maybe then K3 will be re-applied in accordance with the rules."

Employee Safety

Based on in-depth interviews conducted with 6 respondents, with 2 Key Informants (Key Informant 1 namely NOC and Key Informant 2 namely Infrastructure Manager) PT. Global Data Solusi prioritizes employee safety when doing work. Like the following quote:

Key Informants 1 :

"Employee safety is prioritized because before work employees are asked whether they are sick or not, because we have to work in good health."

Key Informants 2:

"It's important, sis, because we employ employees, we have to be in accordance with their field, sis. Their health must also be considered. I'm afraid that later when they climb in a bad condition, they're afraid they'll fall, sis. So the safety of the employees is also noticed, sis."

Employment Conditions

Based on in-depth interviews conducted with 6 respondents, with 2 Key Informants (Key Informant 1 namely NOC and Key Informant 2 namely Infrastructure Manager) The conditions of the employee's workplace are accessible and transportation facilities are provided by the company. Like the following quote:

Key Informants 1:

"The condition of the field of work depends on the area we get, sis, but if the conditions and weather are not good, you don't have to climb."

Key Informants 2:

"The condition of our workplace, sis, the conditions of our workplace vary, but it can be reached by the company, sis, and transportation for remote work locations is provided by the company"

Accident Handling

Based on in-depth interviews conducted with 6 respondents, with 2 Key Informants (Key Informant 1 namely NOC and Key Informant 2 namely Infrastructure Manager) PT Global Data Solusi Provides Employment BPJS as a handling if a work accident occurs. Like the following quote:

Key Informants 1 :

"For work accidents, we have BPJS for accidents, so the accident already has a guarantee."

Key Informants 2:

"Yes, it's covered by BPJS sis, we have BPJS Health and BPJS Employment, we also have it."

Solutions If an Accident Occurs

Based on in-depth interviews conducted with 6 respondents, with 2 Key Informants (Key Informant 1, namely NOC and Key Informant 2, namely Infrastructure Manager). There is no other solution if an accident occurs, the company only provides Employment BPJS. Like the following quote

Key Informants 1:

"Everything is covered by BPJS, Sis. If an employee falls ill, they want to seek treatment, all the costs are borne by the company, Sis."

Key Informants 2:

"If we immediately use BPJS sis, whether sick or accident outside the company, everyone can use the company's BPJS sis."

DISCUSSION

Unsafe Working Conditions

The results show that the workplace conditions at PT Global Data Solusi are still reachable and not too dangerous, the company also provides transportation if the work location is outside the city, PT Global Data Solusi also facilitates safety employees such as safety belts if work requires employees to go up tower, but if the work outside the city the workers do not get any facilities from partners who need services, all equipment is carried individually by the workers on duty, this is quite dangerous if the work is done at night and requires employees to go up to the top of the tower, Thus, according to researchers, PT Global Data Solusi should be more

prepared, such as providing lighting devices such as light head torches so that it is easy to carry up the tower.

Based on the results of the research above, according to PT Global Data Solusi researchers, maintaining good cooperation and communication with workers so that there is no pressure from superiors on workers, PT Global Data Solusi's superiors do not require workers to work hard and achieve targets that exceed their abilities. worker.

Based on previous research by Hongadi E. (2013), Analysis of the Implementation of Occupational Health and Safety (K3) Programs at PT. Rodhia Manyar in Gresik, the results of the study show that the implementation of OSH at PT Rodhia Manyar consistently uses masks, hand gloves, work shoes and safe work clothing, while in this study PT Global Data Solusi only applies standard OSH, but PT GDS provides BPJS health insurance to employees, PT GDS also facilitates employees if the employee's work is located far from the company area, besides that GDS does not force employees to do heavy work if employees experience health problems. This is in accordance with the framework used by researchers, namely the private theory. B (2013)

"Unsafe workplace conditions, acts that do not meet safety, and the mental state of employees." Based on the research objectives to identify the occurrence of work accidents at PT Global Data Solusi, since the establishment of PT Data Global Data Solusi there was one accident, the accident occurred due to negligence which did not pay attention to the condition of the tower, however the company is still responsible for the accident by using Employment BPJS for employee medical expenses, PT Global Data Solusi has not yet fully implemented the Occupational Health and Safety program in accordance with the operational standards implemented by the order because there are several points that are still being considered, one because PT Global Data Solusi is a private company that stands alone, but in the future PT Global Data Solusi will try to collaborate with the government and implement an Occupational Safety and Health program in accordance with the operational standards of the Pekanbaru regional orders.

Based on previous research according to Hongadi E, 2013 in a study entitled Analysis of the Implementation of the Occupational Health and Safety (K3) Program at PT Rodhia Manyar in Gresik, the results showed that the company had implemented an Occupational Safety and Health Program in accordance with operational standards, while in the research conducted by this researcher the application of Occupational Safety and Health only applied a few points, namely using a belt, and safe shoes to climb the tower.

According to the analysis by PT Global Data Solusi researchers, they should implement an Occupational Safety and Health Program in accordance with the standards set by the government, even though the rate of work accidents is not too high, the work carried out by field workers is very dangerous work. For this reason, the researchers suggest PT Global Data Solusi to immediately implement the Occupational Health and Safety Program. PT Global Data Solusi has received well the suggestions given by researchers and plans to immediately implement an Occupational Safety and Health Program in accordance with operational standards.

CONCLUSION

Based on research entitled "Analysis of Workplace Conditions in the Implementation of Occupational Safety and Health Programs at PT Global Data Solusi Pekanbaru using in-depth interviews with 6 informants. It can be concluded as follows:

Based on the results of the study that to identify the occurrence of work accidents at PT Global Data Solusi, the company is responsible if an accident occurs by providing health insurance in the form of Employment BPJS for each employee, employee safety and health is also a top priority, PT Global Data Solusi also provides health insurance in the form of BPJS employment, and if there are employees who are experiencing health problems PT Global Data Solusi does not force employees to continue working, PT Global Data Solusi will look for other employee replacements to replace sick employees.

Based on the results of the study that the workplace conditions in implementing the occupational safety and health program for PT Global Data Solusi employees, the implementation of the occupational safety and health program at PT Global Data Solusi has not been implemented in accordance with local government operational standards, PT Data Global Data Solusi provides personal protective equipment in the form of belts for employees who do field work, the work is quite dangerous but all employees at PT Global Data Solusi are employees who are experts in their field, so the accident rate is not too high.

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