

Analysis of Application of K3 in Cable Factories

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ABSTRACT

K3 does not only cover occupational safety and health but also covers worker welfare, worker welfare is one of the most important things for workers and companies. Well-being refers to the conditions and working environment that are supportive, physical, emotional and mental health of employees in a company. Worker welfare includes safety and health. In this era of globalization and industrialization, occupational safety and health are absolute things that companies must fulfill for their workers. Based on the results of the research, the implementation of K3 at PT Walsin Lippo Industries, Cikarang is one of the attitudes and behaviors of workers who are reluctant to use complete personal protective equipment provided by the company. Many workers neglect the safety equipment provided by the company to prevent work accidents. The reason is that workers feel uncomfortable when using personal protective equipment, so workers do not want to use personal protective equipment in its entirety. In fact, personal protective equipment or PPE is equipment that must be used when working according to the hazards and risks of work to maintain the safety of the workers themselves and those around them. The correct use of PPE in accordance with occupational safety standards such as the use of Safety Shoes, Gloves, Hats, Earplugs, Safety Glasses, and also masks is considered too complicated so that it causes discomfort at work.

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INTRODUCTION

Occupational safety and health are the most important things in the work environment. All areas of occupational safety and health work are paramount. Both large and small-scale companies must prioritize the aspect of worker protection by implementing OSH standards in the work environment. Without occupational safety and health, the risk of occupational accidents and occupational diseases will be even higher. The main purpose of occupational safety and health is to prevent the occurrence of occupational accidents and occupational diseases (PAK). The regulation that regulates K3 in the work environment is the Regulation of the Minister of Manpower (Permenaker) of the Republic of Indonesia No. 5 of 2018. The issuance of this Permenaker is to create a safe, healthy, and comfortable work environment and prevent work accidents and occupational diseases (PAK) (Permenaker, 2018).

K3 does not only cover occupational safety and health but also covers worker welfare, worker welfare is one of the most important things for workers and companies. Well-being refers to the conditions and working environment that are supportive, physical, emotional and mental health of employees in a company. Worker welfare includes safety and health. In this era of globalization and industrialization, occupational safety and

health are absolute things that companies must fulfill for their workers. With the aim that production sources can be applied properly, safely and efficiently, workers and other people in the workplace must show protection as an effort to maintain occupational safety and health (K3) (Ardana, I Komang, 2012).

The K3 training program is carried out by HSE and in collaboration with the HR function. As the implementer of the training program. The function of HSE will appoint a trainer or training institution that is in accordance with the needs of the program first. K3 training for workers is an important role in improving working conditions and the work environment. Substantially, efforts to improve the culture of OSH in the workplace often encounter obstacles, due to the lack of awareness of the elements involved. To overcome this, K3 training for workers is very important because it can facilitate employees in seeing the problems that will be faced at work as well as helping to find solutions to overcome accidents that occur at work. Several forms of K3 training that can be given to employees, including training on materials that can be provided in the form of laws and regulations in the field of K3, the main policies of the board of directors in the field of K3, the introduction of production processes, the introduction of work environment hazards, the theory of the causes of accidents, company K3 regulations and guidelines, Hyperkes and P3K, fire hazard management, emergency preparedness, accident investigation.

THEORETICAL FOUNDATIONS

K3 is a field related to safety, health, and human welfare that works at an institution or project site. The meaning of K3 (Occupational Safety, Health, and Safety) can be specifically divided into two, namely: K3 is science and its application in an effort to prevent accidents and diseases due to work and K3 philosophically; An effort made to ensure the integrity and perfection of the physical and spiritual work of the workforce in particular, and the community in general towards the work and culture towards a just and prosperous society.

Occupational Safety, Health, and Safety (K3) is one of the important things that must be implemented by all companies. This is also stated in the Manpower Law No. 13 of 2003 article 87.

According to Mathis and Jackson, the definition of K3 is an activity that ensures the creation of safe working conditions, avoids physical and mental disturbances through coaching and training, direction and control of the implementation of duties from employees and the provision of assistance in accordance with applicable regulations, both from government agencies and the company where they work.

According to Ardana, the definition of K3 is a protection effort aimed at ensuring that workers and other people in the workplace are always safe and healthy so that every source of production can be used safely and efficiently. K3 is an approach that defines comprehensive and specific standards, determining government policies on company practices in the workplace and their implementation through summonses, fines, and other sanctions. K3 is the supervision of human resources, machinery, materials, and methods that include the work environment so that workers do not have accidents.

K3 is a field related to human health, safety, and well-being who work in an institution or project site. World Health Organization (WHO) OSH is an effort that aims to improve and maintain the highest degree of physical, mental and social health for workers in all types of work, prevention of worker health problems caused by work conditions; protection for workers in their work from risks due to adverse health factors.

K3 Function

1. In its implementation, K3 has quite many functions and is useful, both for the company and for workers. The following are some of the general functions of OSH:
2. As a guideline to identify and assess the risks and hazards to safety and health in the work environment.
3. Assist in providing advice in planning, organizational processes, workplace design, and work execution.
4. As a guideline in monitoring the health and safety of workers in the work environment.
5. Providing advice on information, education, and training regarding occupational health and safety.
6. As a guideline in making hazard control designs, methods, procedures and programs.
7. As a reference in measuring the effectiveness of hazard control measures and hazard control programs

K3 Objectives

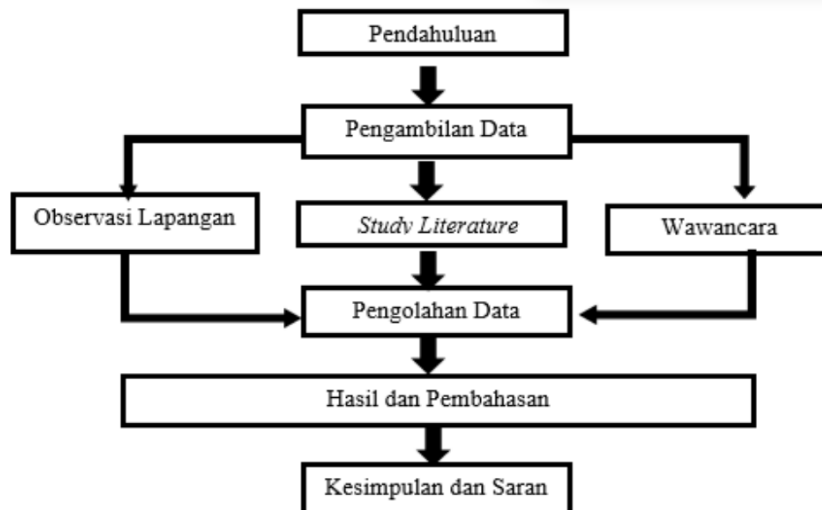
According to Law No. 1 of 1970 concerning Occupational Safety, the purpose of K3 is to prevent accidents and illnesses due to work. In addition, K3 also functions to protect all production sources so that they can be used effectively. The following are the functions and objectives of OSH in general:

1. To protect and maintain the health and safety of the workforce so that its performance can be improved.
2. To maintain and ensure the safety and health of all people in the work environment.
3. To ensure that production sources are well maintained and can be used safely and efficiently.

METHODOLOGY

The research method used is a qualitative descriptive method, namely research that aims to systematically describe the facts and characteristics of the research object or subject appropriately by means of observation in the field by conducting interviews and literature studies,

The research instrument was by conducting interviews with related employees and field observations at PT. Walsin Lippo Industries, Cikarang. Field observation was carried out to find out the picture of occupational safety and health at PT. Walsin Lippo Industries, Cikarang. In this study, the actual data or conditions of the field are compared with the procedures that have been made. The diagram of the plan for this research activity is as follows.



Gambar 1. Diagram Alir Penelitian

RESULTS AND DISCUSSION

The implementation of K3 at PT Walsin Lippo Industries began in 2016 where at that time there was a provision from PT PLN (Persero) regarding the requirement that manufacturers to participate in the tender held must have a SMK3 certificate based on PP RI No.50 of 2012, namely the company's management system as a whole in the context of controlling risks related to work activities in order to create a workplace. that are safe, efficient and productive.

The first step in the implementation of K3 begins with the formation of the P2K3 Team (Occupational Safety and Health Supervisory Committee), which is an auxiliary body in the company which is a forum for cooperation between employers and workers to develop cooperation, mutual understanding and effective participation in the implementation of occupational safety and health, chaired by Director and Secretary Cesar Ray Ratman who has participated in the training of Occupational Safety and Health Experts. supervisors and shift heads in all departments so that all information about K3 can be conveyed properly. several P2K3 members also take part in training as proof that the appointed personnel have knowledge and abilities in the part they handle, namely training, some of the trainings that are followed, including:

1. Fire Fighting (DAMKAR)
2. Lift Training (for Forklift and Crane Operators)
3. P3K (First Aid in Accidents) Training
4. K3 Auditor Training



Figure 1. Firefighter Training



Figure 2. Forklift Transport Lift Training



Figure 3. Crane Lifting/Transport Training

In addition to equipping members with the necessary training, facilities are also added in several parts including:

1. Hydrant Installation (3 Units) installed in each Building
2. The addition of fire extinguishers (15 units) installed at several points that have the potential to cause fires.
3. Installation of Alarms (3 Units) installed in each Building
4. Built Clinic room
5. Installing Boards (Mading) for K3 Bulletin & Other Information
6. Installation of K3 signs in each section



Figure 4. Hydrant Installation



Figure 5. Installation of the fire extinguisher



Figure 6. Mading K3



Figure 7. Installation of K3 Signs



8. Clinic

The P2K3 team evaluates the implementation of K3 every Tuesday every week at 10.00 a.m., the meeting agenda discussed includes; the implementation of K3 in each section, the use of PPE for each operator, K3 meetings in each section, information on processes or infrastructure that have the potential to cause

accidents, the need for facilities and infrastructure needed by each section. And conduct impromptu patrols to each section to monitor the use of PPE by all employees and look for opportunities for improvement in K3.



Figure 9. P2K3 Team Meeting



Figure 10. K3 Implementation Interview

This research was conducted using qualitative descriptive analysis. The data obtained was reduced using a triangulation table. Respondents here use their initials to maintain confidentiality. The following characteristics of the respondents can be seen in the table below:

No	Report	Part
1	NS	Pickling Parts
2	SB	Pickling Parts
3	EB	Drawing Section
4	MS	Drawing Section
5	AXLE	Stranding Parts
6	MD	Stranding Parts
7	RB	Extruder Parts
8	AN	Extruder Parts
9	MN	QC Parts
10	IS	QC Parts

Based on the results of the research, the implementation of K3 at PT Walsin Lippo Industries, Cikarang is one of the attitudes and behaviors of workers who are reluctant to use complete personal protective equipment provided by the company. Many workers neglect the safety equipment provided by the company to prevent work accidents. The reason is that workers feel uncomfortable when using personal protective equipment, so workers do not want to use personal protective equipment in its entirety. In fact, personal protective equipment or PPE is equipment that must be used when working according to the hazards and risks of work to maintain the safety of the workers themselves and those around them. The correct use of PPE in accordance with occupational safety standards such as the use of Safety Shoes, Gloves, Hats, Earplugs, Safety Glasses, and also masks is considered too complicated so that it causes discomfort at work. It can be exemplified in the QC section, during the Tensile Test testing process using the Universal Testing Machine (UTM) which must use gloves and glasses, they object to using it because when the material being tested has broken, they have to enter the data into the computer (so they open the gloves back and forth), thus slowing down the work. The last thing that makes workers not implement K3 properly and correctly is due to a lack of concern for fellow workers. The importance of caring for fellow workers or employees is very much needed

in a company, especially related to occupational safety and health. Attention or concern for fellow workers can be exemplified by, giving reprimands or advice to friends who do not follow the rules set by the company, or reprimanding friends for not using PPE properly and correctly. Based on the results of the study, it was found that the impact caused by the K3 violation that occurred at PT Walsin Lippo Industries was at risk of injury and exposure to harmful chemical liquids. This can lead to minor injuries, serious injuries and even fatal injuries. Safety and health, which are still considered trivial by employees, need serious action.

In addition, another impact was found, namely, the formation of a culture that is not good among other workers. Culture is usually born from habits that are often done, just like in a company. If there are workers in the company who are unable and do not want to obey the regulations in the company, it will certainly be a bad behavior to be emulated by other workers. This also creates a bad culture in the work environment.

Occupational safety and health or K3 is contained in labor laws and regulations. Companies and employees must both understand each other about work safety in accordance with applicable standards, one of which is regarding the use of personal protective equipment or PPE that has been set. If workers do not follow the regulations in the use of PPE, it can cause injuries to certain parts of the body and exposure to harmful substances. In addition to causing minor injuries and serious injuries, work accidents will also cause a decrease in productivity due to production delays that can result in the company experiencing losses. The safety and health of workers is a factor that must be considered to increase employee work productivity,

With this problem, efforts are needed to overcome K3 violations that occurred at PT Walsin Lippo Industries. There are several efforts that must be made, the first of which is the provision of strict sanctions for violators of regulations, with sanctions given to workers who do not want to follow the regulations properly and correctly, it will create a deterrent effect on the worker. According to Somad (2013), workers who have been sanctioned will change their behavior to avoid the next sanction. So what arises is the desire to change behavior based on awareness that is believed to last for a long period of time. Sanctions should not only be given to related workers.

This is felt to be unfair by workers, the provision of sanctions is both to individual workers and also to their supervisors and managers. Sanctions are given if mistakes are found in accordance with the portion of responsibility and the level of negligence that has been committed. Provisions for sanctioning according to the level of position need to be formally regulated and enforced in the organization, various sanctions have been imposed on employees who violate safety regulations, including verbal warnings to workers through opportunities to correct mistakes, and additional training when necessary. In addition, it provides opportunities for employees to express their opinions or complaints, so that the needs and comfort of PPE can be adjusted. In addition, if the employee does not want to change his culture, then the company has the right to issue a first warning letter with a description of the possible consequences. If it is not appropriate (such as dismissal), then a second warning letter will be given to those who repeat the instructions given. In the first warning letter, a final warning letter and a statement about the possibility of dismissal are given, if there is no change then the company can immediately dismiss the employee.

CONCLUSION

The implementation of the K3 system carried out by PT Walsin Lippo Industries has not been maximized. From the results of the research, several problems were found that became obstacles in the implementation of K3 standards. Among them are employees who do not wear PPE or Personal Protective Equipment as stated in work procedures and instructions, lack understanding of how the K3 implementation system in the work environment and the culture of indifference to safety and health in the work environment.

The impact caused by the violation of K3 is to cause injuries experienced by workers. Examples are burns, wire wounds, respiratory infections and even fatal injuries, The efforts made by the company are by providing strict sanctions for workers who do not implement K3 standard procedures, conducting supervision and coaching for employees, providing the right motivation and example in order to create a safe and healthy work culture, and giving rewards for employees who implement K3 standard procedures well.

Suggestion

The suggestion that can be given for the next research is that researchers can use different analysis techniques and research subjects related to occupational health and safety (K3) so that from this development, of course, there will be more research related to occupational health and safety. In addition, the results of this research can also be used as a consideration for companies to improve K3 standards.

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