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ANALYZING THE POLICY OF WORK SAFETY AND HEALTH AT STATE POLYTECHNIC OF MANADO

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ABSTRACT

Background: Many phenomena are found that policies, planning, and implementation of occupational safety and health (OSH) seem to have not been carried out to the fullest according to standards, so that some students, lecturers, administrative staff/technicians experience occupational safety and health problems. The purpose of OSH implementation is to guarantee the availability of a safe and healthy work environment for all people who work in the work environment.
Aim: This study aims to find out, describe, and analyze OSH policy, OSH policy conformity with applicable regulations, and OSH policy commitments in the Manado State Polytechnic.
Method: The research method used in this research is descriptive qualitative in order to obtain in-depth information about OSH policies. Data collection is obtained by: interview, observation, and documentation. By using the purposive sampling technique, researchers collect data from key informants. The number of key informants was 10 people, consisting of a managerial team who knew the OSH implementation process at the Manado State Polytechnic.
Findings: The final result of this study is to be the basis for the implementation of the Occupational Safety and Health Management System (SMK3) in the Manado State Polytechnic is in accordance with the applicable rules and regulations.

KEYWORDS *policy; K3; SMK3*

INTRODUCTION

Manado State Polytechnic is an institution that has various work environment problems with various risks of being affected by work accidents and even affected by occupational diseases in accordance with the type of work, so it is obliged to implement Occupational Safety and Health (OHS) efforts. However, many phenomena are found that the policy, planning, and implementation of K3 do not seem to have been carried out optimally according to standards, so that some students, lecturers, administrative personnel/technicians experience occupational safety and health problems. The purpose of implementing K3 is to ensure the availability of a safe and healthy work environment for all people who are active in the work environment (Ferial, 2020).

K3 is the mandate of the Law both regulated nationally and internationally (Octavian & Septiawan, 2022). So, if people do not run K3 correctly, of course, it has legal consequences. The laws governing OHS are Law No.1 of 1970, Law No. 23 of 1992, and Law No. 13 of 2003. As an explanation and completeness of the law, the Government also issued a Government Regulation (PP) and a Presidential Decree related to the implementation of K3. The latest Ministerial Regulation on K3 is Permenkes RI No.48 of 2016 concerning K3 Office standards and Permenaker Number 5 of 2018 concerning K3 work environment. K3 is a condition that

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must be realized in the workplace with all efforts based on science and deep thinking to protect humans and their work and culture through the application of accident and disease prevention technology that is implemented consistently in accordance with applicable standards (Sugianto, 2016).

The factors causing accidents are due to the limitations of work safety facilities and also because of the weakness of understanding the principle factors that need to be applied by management (Rahayu, Yustiana, & Juliani, 2020). The meaning of K3 is to see that everyone has the right to the protection of a comfortable working life and calmness in carrying out activities (Hati, 2015). The meaning of K3 is not fully understood by both management and non-management. The effort that must be instilled is the awareness of the soul that K3 is a form of need (Nugroho et al., 2017). Based on the background above, the formulation of the problem is "how to analyze K3 policy at Manado State Polytechnic".

This research aims to find out, describe, and analyze K3 policies at Manado State Polytechnic, the conformity of K3 policies at Manado State Polytechnic with applicable regulations, and K3 policy commitments at Manado State Polytechnic. This research is expected to be used as the basis for the implementation of the Occupational Safety and Health Quality Management System (SMK3) which is a form of implementation of occupational safety and health policies in accordance with applicable rules and regulations.

METHOD

This research method is a qualitative descriptive research method to describe how the policy study, planning, and implementation of Occupational Safety and Health (OHS) at State Polytechnic of Manado in 2019. Research informants are parties who have the authority and/or knowledge regarding the policy, planning, and implementation of occupational safety and health (Purba, Girsang, & Malay, 2018). Using techniques purposive sampling, researchers collect data from key information. The number of informants is 10 people, namely the managerial team who know the process of implementing K3 at Manado state polytechnic. Data was first obtained from method Interviews, observations, and documentation. Interview methods Done by using tools in the form of digital recorders and mobile phones. Observation method Done with data collection and retrieval techniques with observations and direct surveys to the field and direct observation of work activities at Manado State Polytechnic regarding the policy, planning, and implementation of OHS. The study also conducted direct observations using a checklist, and with the study of documentation, namely by observing every document regarding the policy, planning, and implementation of K3 at Manado state polytechnic. The variables in this study are policy determination, OH&S planning, and K3 implementation. The instrument used for data collection is the researcher himself. The five principles of SMK3 in OHSAS 18001: 2007 and Government Regulation No.50 of 2012 became the measuring instruments in this study.

RESULTS AND DISCUSSION

Purposive sampling techniques are used by researchers to collect data from key informants. The number of informants is 10 people, namely the managerial team who know the process of implementing K3 at State Polytechnic of Manado. Primary data is obtained from interview methods, observations and documentation. The interview method is to use tools in the form of

digital recorders and mobile phones. The observation method is by data collection and retrieval techniques with observations and direct surveys to the field and direct observation of work activities at Manado State Polytechnic regarding the policy, planning, and implementation of OHS. This research also conducts direct observations using the checklist list, and with documentation studies, namely by observing every document regarding the policy, planning, and implementation of OHS at State Polytechnic of Manado.

The results achieved are as follows:

1) There is no K3 policy at State Polytechnic of Manado, therefore there must be a K3 policy proposal;
2) K3 policy at State Polytechnic of Manado made must be in accordance with applicable laws and regulations; and
3) K3 policy commitments at State Polytechnic of Manado must be carried out by the entire academic community of State Polytechnic of Manado, starting from the Director and the leadership, educators and education personnel, students, all security and cleaning personnel, and even visiting guests.

K3 policy proposal

Based on the results achieved above, it can be proposed as follows:

We, the entire academic community of State Polytechnic of Manado, are committed to:

1) Carrying out Occupational Safety and Health with awareness and responsibility at Manado State Polytechnic;
2) Carrying out all applicable regulations and invitations regarding Occupational Safety and Health and providing facilities and infrastructure at Manado State Polytechnic;
3) Implementing the Occupational Safety and Health Quality Management System (SMK3) so as to create a K3 culture at Manado state polytechnic;
4) Carrying out education and training on Occupational Safety and Health at Manado State Polytechnic.

CONCLUSION

The conclusion of this study is: there is no K3 policy at Manado State Polytechnic, therefore there must be a K3 policy proposal. The K3 policy at Manado state polytechnic made must be in accordance with applicable laws and regulations. K3 policy commitments at Manado State Polytechnic must be carried out by the entire academic community of Manado State Polytechnic, starting from the Director and the leadership, educators and education personnel, students, all security and cleaning personnel, and even visiting guests. After the OH&S policy is made, it can be continued with the Occupational Safety and Health Quality Management System (SMK3). K3 policy is the basis for the implementation of SMK3 which is a form of implementation of occupational safety and health policies in accordance with applicable rules and regulations.

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