

EFFECT OF HEALTH AND SAFETY MANAGEMENT SYSTEM WORK TO PERFORMANCE EMPLOYEES IN LIMITED COMPANY KSS BANDUNG

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Abstract - *In addressing the importance of the influence of Occupational Health and Safety (OHAS) to the employees of the operational performance of limited Company (PT) KSS Bandung need attention. This study aims to determine the application of Occupational Health And Safety Management System (OHSMS) conducted at Limited Company (PT) KSS in implementing safety management systems and occupational health and safety (OHSMS) in its operations as a contractor in the construction field. The method used in this research is descriptive analysis. According to the research done shows that Limited Company (PT) KSS has implemented OHSMS well by setting some rules, policies, and procedures appropriate work that aims to prevent and reduce the potential danger of accidents arising in the work process. This is proven by the results obtained in the study that the accident happened is relatively small, meaning that the system safety management and occupational health (OHSMS) on Limited Company KSS was good that there were no accidents that can result in death to workers, does not occur their heavy work accident, because each value is 0, and what happens is just a light accident with the number 1 on a monthly basis only light accident or only reached 0.01%. Thus it can be said that (OHSMS) on Limited Company KSS has gone well and this gives the impact of high performance for the contracting company.*

Keywords-*Occupational Health and Safety Management System (OHSMS), Workplace accidents, and Performance*

I.INTRODUCTION

In the current era of globalization of human resources as development players strongly emphasized essentially that the working people should get good protection. Humans as development actors have a productive work ethic , skills , discipline , professional , and has the ability to use , develop , and master of science and technology (Science and Technology) with environmental and management capabilities into a central point that needs serious attention . The realization of the results of the maintenance of human resources is the growing sense of comfort and security has to work as well as possible in the company. Many companies are involving labor followed by high-risk jobs. Occupational risk occurs due to a lack of skills and job training. Therefore, the sources of hazards that cause accidents are increasing and complex, so it requires a degree of control to reduce their negative impact of workplace accidents to the labor force.

Limited Company (PT). KSS as a company engaged in construction of residential buildings and has an obligation to implement their safety management systems and occupational health (OHSMS),. To carry out this task on Limited Company (PT) KSS has been formed affairs in charge of vocational school to prevent accidents. This section which has the main task to lead, manage, and control the activities of prevention of occupational accidents working area respectively, this is because a lot of members in carrying out their job duties have a high risk in the execution of their duties, which often can only snatch the safety, health may cause an accident or a death in the labor force. The table below stated the recapitulation of data absenteeism within a period of 8 (eight) months in Limited Company (PT) KSS.

Table 1.1

| No | Month | ATTENDANCE | | | | |
|----|--------------|------------|-----------|------------|--------------------|-----------------|
| | | Sick | Leave | News | Without Permission | Foreign Service |
| 1 | January | 55 | 11 | 32 | 29 | 10 |
| 2 | February | 51 | 0 | 31 | 11 | 32 |
| 3 | March | 72 | 10 | 28 | 0 | 18 |
| 4 | April | 44 | 0 | 38 | 21 | 31 |
| 5 | May | 56 | 0 | 32 | 31 | 20 |
| 6 | June | 54 | 0 | 38 | 51 | 39 |
| 7 | July | 39 | 0 | 20 | 30 | 8 |
| 8 | August | 17 | 5 | 9 | 32 | 64 |
| | Total | 388 | 26 | 228 | 205 | 222 |

Data Recap Employee Attendance Limited Company (PT) KSS January to August, 2014

(Source: Limited Company (PT) KSS 2014, processed data)

Based on the table above, it can be seen that Table 1.1 has much labor pain which is the first largest proportion of employee absence, then followed with a license which is the second largest proportion, and then the third is no news that have an impact and can affect the employee's absence against smooth working because each employee has the task is standard and structured. Of quantities and proportions already stated above can be seen that the employee has an interest in the work that is their feeling safe, comfortable and healthy in performing their duties so that, thus it can be seen an indication that there is a relationship between the level of absenteeism and safety at work, namely does not cause illness in personnel expenses due to work, or because his safety is not guaranteed, nor the health of employees distracted by tasks in the job. This will have an impact on morale which is owned by employees in response to his work, and expected to be a significant relationship between work safety, employee health and morale of the employees' performance. Based on the above phenomena, it could be thought to have the effect of occupational safety, health of employees in the work and performance of employees that will be generated in such work. Therefore, with the above considerations, the research titled: *"Effect of Safety and Health Management System (OHSMS), on Employee Performance Company Limited (PT) KSS Bandung."* Furthermore, based on the background of the research that has been described above, the problems are defined as follows:

1. How is the implementation of safety management systems and occupational health (OHSMS) on Company Limited (PT) KSS Bandung?
2. How does the employee work accidents in Company Limited (PT) KSS Bandung?

I. RELATED WORK

System safety management and occupational health (OHSMS), is one of the factors that must be considered by the company to improve employee morale, due to the number of accidents that occur and declining health of employees, as well as damage to the surrounding work environment, this will lead to lower morale employees. This situation will affect the performance of employees who will ultimately disrupt the activity of companies causing losses are not few in number. Safety management system is the main means for the prevention of occupational accidents, disability, and death due to accidents. Good safety is the gateway to the security of the workforce, in addition to the crash barriers so directly also be an indirect loss for the company, which should be avoided by the company. For it is in protecting the workforce in this case, the government also played a role in human resource management with the issuance of Act 1 of 1970 on occupational safety and health (K3). With the achievement of occupational safety and health program (K3) will cause a sense of security and comfort for employees or workers for working, and in doing work that will lead to high performance and will be good for the company.

Moral is the mental condition or behavior of individual employees and groups that pose a profound pleasure on the employee to work diligently and consistently to achieve the goals set by the organization. With occupational safety and health management (OHSMS) are both expected that all employees can perform their duties as well as possible so that it will get good results. Thus the next thing is the performance of employees may increase and eventually will expedite the achievement of corporate goals. Safety and health management system (OHSMS) which will take effect towards the high quality condition of good working life where this condition reflects the increasing involvement of workers, increased job satisfaction, reduced stress and accidents. But otherwise (OHSMS) low will result in decreased performance, increased absenteeism, reduced employee productivity or performance and it is not very profitable for the company.

The method used in this research is descriptive analysis method, a method that aims to describe the object of the research is based on the fact

that there are conditions studied, where the facts are collected, processed and analyzed. Engineering studies conducted include:

1. *Field Research (Field Research)*

The field research to collect factual data in order to test the hypothesis. Fieldwork was conducted by: observation, interview and questionnaire, each carried out in order to obtain and collecting data by observing, interviewing directly distribute questionnaires directly to employees Limited Company (PT) KSS. The data obtained from this field of research is the primary data.

2. *Research Library (Library Research)*

The research literature to gather material theoretically by reading and studying the data that there is no relation to the issues studied. Information obtained from Limited Company (PT) KSS will be used as a guide and basis of reasoning in the discussion of the problems encountered. The data obtained from the study of this literature study is secondary data.

II. RESULTS

In fact the field, not all companies that successfully implement a safety management system and occupational health (OHSMS) to get a positive response from its employees, and on Limited Company (PT) KSS fraction of the workforce already understand about (OHSMS) so well that they can be easy to comply with existing rules about (OHSMS) and carry it out properly. But also there are workers who have a good understanding of these things so often get a negative response to the various reasons given by employees in addressing (OHSMS), such as for example: the use of safety equipment and health (OHAS) rated limit the space activities of employees, indiscipline in the use of safety equipment and health (OHAS), when the existence of a wide variety of existing complaints and of course this will have an impact on employee morale, one of which can be seen in existing absentee rate.

In the work environment Limited Company (PT) KSS there are warning signs prohibiting vulnerable to fire and to bring sources of ignition such as smoking and lit a match. The company has provided a place for smoking for employees who wish to smoke. Fires can occur due to the presence of flammable materials and heat. To prevent fire, these elements must be controlled. The materials should be kept away from heat sources or causes of fires, including: Electricity, smoking, burning their usual material, the heat that goes beyond the boundary points, chemical processing, compression, and mechanical energy. So, when working with flammable materials around the

job then there should be no sources of heat such as that mentioned above.

The main principle in the prevention of fires is that the fire must be extinguished before it enlarged. The bigger the fire, the more difficult to extinguish, because the temperature has been high so as to accelerate the process of fire, the fire of the emerging must be extinguished with a damp cloth or sack.

There are various ways to extinguish the fire, namely:

1. Using a small fire extinguisher (SFE)
2. Eliminate the material is to take / move the burning item
3. Separating which removes oxygen (acid) required by each fire
4. Refrigerate ie burning item so that the temperature drops to below the point of combustion.

Company Limited (PT) KSS Contractors have a fire extinguisher appropriate for any working environment. Fire extinguishers used were SFE. SFE is a tubular fire extinguishers (a maximum weight of 16 kg) can separate chain of three elements (a source of heat, air, and fuel). Company Limited (PT) KSS Contractors have regular fire drills program for all employees and workers. The exercise program such as demos SFE.

In the implementation of OHSMS, each member involved in the project should be reviewed, whether OHSMS has been running properly or not. Efforts - the efforts made as follows:

1. Review and evaluation of the implementation of the Occupational Safety and Health Management System (OHSMS) should be performed periodically.
2. The chairman, secretary and some members P2K3 required attending meetings of its review in accordance with the level of organization.
3. Agenda reviews OHSMS that should be discussed specifically is include Implementation of explanation/ warning OHAS importance in routine, periodic inspection results in the project include:
 - a) Use personal protective equipment employee/labor
 - b) Installation while construction safety and hazard warning signs in places
 - c) Equipment prevention and mitigation of fire hazards
 - d) OHSAS box

- e) The number and types of irregularities against
- f) The rate of occurrence accident
- g) Suggest and recommendation OHSMS when required

Application of Occupational Safety and Health Management System (OHSMS) conducted by Limited Company (PT) KSS, overall OHSMS documented in the guidelines, which are organized in detail and flexibly. One of the efforts is to do OHSMS documenting internal audits carried out at least 1 year. Internal audit activities aimed to evaluate the effectiveness of the Safety and Health Management System (OHSMS), procedures and work instructions are documented.

In the application SMK3 besides using Personal Protective Equipment (PPE), the internal audit should be implemented in order to minimize the dangers that can occur.

In Limited Company (PT) KSS has conducted an internal audit by the internal audit procedure is standard, namely:

The frequency of internal audit *Safety and Health Management System* carried out by: The level of risk of danger: high level of risk carried out at least 2 times a year, medium and low risk level of at least 1 times a year. If the unsatisfactory results of previous audits, the chief examiner is authorized to recommend the re-audit within a maximum period of 3 months. In the event of accidents that resulted in died, within a period of one month after the incident should be conducted audits. After the Internal Audit, the auditor meetings held to discuss the findings of the Audit, problems that arise during the audit process and the impression of each *auditee*. The findings in the audit can be seen as follows:

Audit findings seen if not found the procedures / rules agreed and there is no evidence or adequate records as evidence of implementing the provisions Limited Company (PT).KSS Management System, as well as very costly enterprise. Audit findings are seen when there is irregularities in the implementation / non-compliance of Limited Company (PT) KSS Management System and a major impact on Limited Company (PT).KSS or customers, so as to keep the necessary remedial action on the findings. Audit findings seen in its implementation if there are deviations from Limited Company (PT)KSS Management System and the impact is not effective

or Limited Company (PT) KSS system can reduce the satisfaction of the parties concerned with Limited Company (PT) KSS. (OHSMS), measuring tool to determine the number of work accidents happened and conducted by Limited Company (PT) KSS is to use statistical diagrams. For more details, can be seen in the picture 1 below.

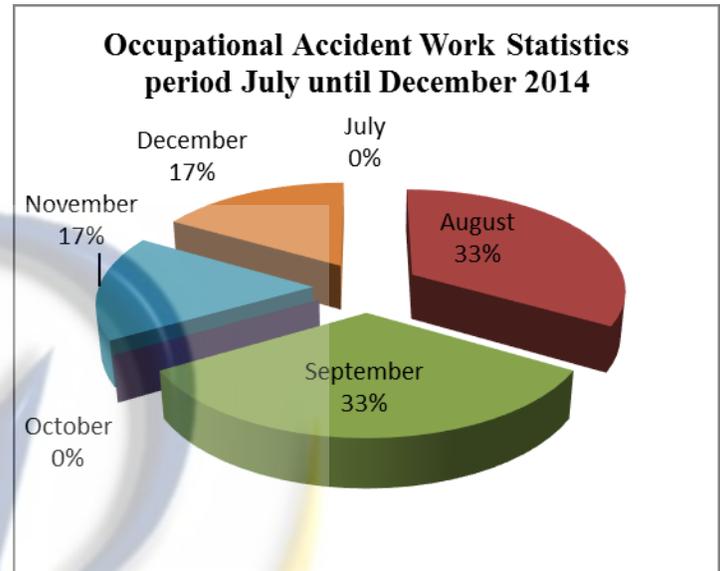


Figure 1

Information:

| Accident | July | Aug | Sep | Oct | Nov | Dec |
|-----------------------|------|-----|-----|-----|-----|-----|
| Died | - | - | - | - | - | - |
| Weight - Lightwei ght | - | 2 | 2 | - | 1 | 1 |

(Source : Limited Company (PT) KSS 2014, processed data)

Pie Chart of the above can be described as follows:

1. From July 2014 to December 2014, the number of accidents with fatalities = 0 (zero), means the target of *Target Application* (OHSMS)/OHSAS 1800: 1999, with a target number of accidents die = 0 is reached.
2. The number of accidents weight of July s / d in December 2014 = 0
3. The number of minor accidents from July s / d in December 2014 = 6, or an average of an accident = 1/1 month. This means that the safety management system and health at PT.KSS has been good, that there are no accidents that can result in death to workers, does not happen any

accidents that weight, since each is 0, and what happens is just a light accident with the number one person on a monthly basis or only reached a 0.01%.

Problems that arise in the implementation of the Occupational Health Safety Management System (OHSMS) for the workers in this case many workers are more concerned about job safety override. The problems that arise in the implementation of Health and Safety Management System (OHSMS), at Company Limited (PT) KSS are:

- a) Workers who are still breaking the rules set by the OHAS company
- b) The existence of workers who do not understand the wisdom of safety set by company
- c) Equipment that has been provided by the company were never kept or treated by employee
- d) Complaints from local residents due to noise, dust or falling items.

To deal with the problems faced in the implementation of OHSMS, there are several solutions to solve these problems. These solutions are made by Company Limited (PT) KSS as follows:

1. From the OHAS directly admonish each worker who break the rules OHAS , make a statement and when to do it again the workers immediately removed.
2. With the hiring of employees in accordance with their respective expertise as well as further promote policies Occupational Health Safety, by doing morning talk safety with the aim to raise awareness of OHAS, PPE monitoring, monitoring the number of workers, the increase in labor discipline while also in a morning talk safety of workers to express an opinion so that companies know what is desired by the workers.
3. Held sanctions on facilities that have been provided by the company are not maintained and cared for the sanctions are: Must be made Statement, if repeated direct employees issued.
4. From the OHAS down directly facing the citizens to resolve the problem.

So, system safety management and occupational health (OHSMS) can run well when all employees carry it out properly and companies promoting policies OHAS well. Another thing that is important

in supporting the course (OHSMS) running smoothly is their training, better job training, as well as fire training.

III. CONCLUSION

From the results of research conducted on the application of OHSMS conducted at Company Limited (PT) KSS can be concluded as follows:

1. Limited Company (PT) KSS has implemented OHSMS well by setting some rules, policies, and procedures that aim to prevent and reduce the potential danger of accidents arising in the work process.
2. In the application OHSMS on Limited Company (PT) KSS still their workers who violate the rules OHAS that has been set by the company. For example: There are still workers who smoked were in place that have been banned, but the OHAS has provided a home for every worker who wants to smoke.
3. The existence of workers who do not understand the wisdom of safety set by the company. For example: At work, employees are required to wear work shoes. There are some employees who replaced him with sandals, the reason was because of the heat.
4. Facilities that have been provided by the company never maintained / cared for by workers.
5. Still the occurrence of noise, dust / falling items that could interfere with the environment or local communities.

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