



The Relationship Between Inhibiting Factors and the Implementation of the Occupational Safety and Health Management System

Sri Wahyuni Nasution^{1*}, Shefira Aprilia¹, Chrismis Novalinda Ginting¹

¹ Department of Public Health Masters, Faculty of Medicine, Dentistry and Health Sciences, Universitas Prima Indonesia, Indonesia.

Received: October 5, 2023

Revised: November 30, 2023

Accepted: December 25, 2023

Published: December 31, 2023

Corresponding Author:

Sri Wahyuni Nasution

sriwahyuninasution@unprimdn.ac.id

DOI: [10.29303/jppipa.v9iSpecialIssue.5989](https://doi.org/10.29303/jppipa.v9iSpecialIssue.5989)

© 2023 The Authors. This open access article is distributed under a (CC-BY License)



Abstract: Occupational health and safety in hospitals is influenced by Occupational Safety and Health Management System or what is often called SMK3 which functions to regulate occupational safety and health in an industry or building. This research aims to analyze the relationship between inhibiting factors and the implementation of the occupational health and safety management system at the Royal Prima Medan Hospital. This research is an analytical survey research using a cross sectional study design carried out in June 2023. The sample in this research is all medical personnel who work in Royal Prima Medan Hospital, namely 121 people. The sample size is determined using the total population formula. Data were analyzed using the chi square test and logistic regression. The research results show that there is a relationship between HR quality, HR workload, HR work environment, wage levels and the rate of addition of new workers with the implementation of the occupational safety and health management system at the Royal Prima Medan Hospital. The most dominant variable related to the implementation of the occupational safety and health management system at the Royal Prima Medan Hospital is the wage level. It is recommended to the hospital that the results of this research can be used as input to improve and develop the level of occupational health and safety, especially for hospital workers, which can also indirectly improve the quality of service and work productivity of the hospital.

Keywords: Hospital; Inhibiting factors; SMK3

Introduction

A hospital is a health facility that is obliged to provide adequate health services safe, quality, anti-discrimination and effective by prioritizing patient interests in accordance with hospital service standards. The quality of a hospital is largely determined by the success of health services, health facilities and the parties who work in the hospital, in this case the providers of medical care (doctors, midwives, nurses, etc.) and non-medical (Law Number 44 of 2009).

Hospitals must pay attention professional ethics of health workers working in the hospital concerned. However, professional staff who work in hospitals in

providing professional decisions are independent. This decision must be based on awareness, responsibility and high morals in accordance with the ethics of each profession. For this reason, health services in hospitals are important and the quality must be maintained or improved according to service standards (Ayudiah et al., 2022).

In essence, the mistakes and negligence of health workers are in carrying out a medical profession, is a form of interpretation that is very important to review together, this is influenced by the emergence of errors and omissions that indicate detrimental impacts (Cavallo et al., 2020). Therefore, health workers must work with full awareness, responsibility and high

How to Cite:

Nasution, S.W., Aprilia, S., & Ginting, C.N. (2023). The Relationship Between Inhibiting Factors and the Implementation of the Occupational Safety and Health Management System. *Jurnal Penelitian Pendidikan IPA*, 9(Special Issue), 634–642. <https://doi.org/10.29303/jppipa.v9iSpecialIssue.5989>

morals in accordance with their respective professional ethics so that negligence does not occur (Miharja, 2020).

Occupational Health and Safety (K3) is an idea and effort to ensure the physical and spiritual integrity and perfection of the workforce in particular, and humans in general, the results of work and culture towards a just and prosperous society, as well as creating protection and security from the risk of accidents and physical, mental and emotional dangers to workers, hospitals, society and the environment (Wangi et al., 2020).

Work accidents are one of the events that often occur in the world of work. Work accidents cause fatalities and material losses for workers. Globally, the International Labor Organization (ILO) in 2020 estimates that around 337 million work accidents occur each year which results in around 2.3 million workers losing their lives, 1 worker in the world dies every 15 seconds due to work accidents and 160 workers experience work-related illnesses (Maul, 2020).

In Indonesia in 2022 there will be an average of 99,000 work accident cases, 70% of which result in fatalities, death and lifelong disability. Where 9 workers die every day, resulting in national losses reaching IDR 50 trillion. In the 2021 Minister of Health Decree, reports on the implementation of occupational health in all provinces in Indonesia in 2020, the number of cases of common illnesses in workers was around 2,998,766 cases, and the number of cases of work-related illnesses was 428,844 cases (Japian, 2021).

A report from The National Safety Council (NSC) in 2020 noted that the health service sector, especially hospitals, has a greater risk of work accidents than other industrial sectors. Whether you realize it or not, in the hospital environment there are many materials, tools and work processes that are potentially dangerous. In 2018 alone there were 666,300 cases of work accidents and occupational diseases among health care workers, with a ratio of 4.4 cases per 100 health workers which resulted in lost work days, job transfers or work prohibitions. Sources of danger that put workers at risk of experiencing work accidents include patient health services, floor surfaces, workers' body movements or positions, work equipment, chemicals, machines and other sources of danger. Meanwhile, the largest number of work accidents experienced by workers are falls, slips, collisions with objects or equipment, fatigue in certain body parts due to wrong work positions and repetitive movements, as well as exposure to dangerous substances. Meanwhile, the number of work accidents and occupational diseases in hospitals in Indonesia is based on research by Dr. Joseph in 2005-2007 noted that the number of Occupational Accidents (CAC) due to needle sticks reached 38-73% of the total health workers (Sumantri, 2020).

K3 problems occur due to various reasons, including poor management of data and information regarding each KAK incident (Roberts, 2019) and PAK. Apart from that, it is also because the majority of hospital Human Resources (HR) have never attended K3 counseling, training or seminars so that most of them do not know how to deal with KAK and PAK incidents or how to deal with other K3 problems (Alfiansah et al., 2020).

Based on the Decree of the Minister of Health Number: 1087/MENKES/SK/ VIII/2010 that in order to improve health service facilities, health workers who work in hospitals are required to carry out K3 efforts which are carried out in an integrated manner. In law number 36 of 2009 concerning health in article 165 it is stated that workplace management is obliged to carry out all forms of health efforts through prevention, improvement, treatment and recovery efforts for workers to improve the quality of hospitals.

Occupational health and safety in hospitals is influenced by Occupational Safety and Health Management System or what is often called SMK3 in the hospital. SMK3 is a management system that functions to regulate occupational safety and health in an industry or building. The implementation of SMK3 must include the 12 elements listed in article 16 paragraph 3 PP No. 50 of 2012.

A worker, in carrying out K3 actions, needs to be given prior knowledge so that they understand and are aware of the importance of these actions, to prevent work accidents. Knowledge about safe behavior can influence a worker's perception, so that he perceives it as a threat to himself. This can encourage him to take K3 actions to defend himself from work accidents. Therefore, workers with a better level of knowledge are expected to have better awareness and ultimately be able to demonstrate better behavior (Gan et al., 2020).

One of the hospitals that implements SMK3 is Royal Prima Medan Hospital. Based on secondary data from the hospital, it is known that in 2022 at the Royal Prima Medan Hospital there will be 19 cases of work accidents. The details of the cases obtained were that 18 cases occurred in nurses, namely 13 nurses were pricked by needles, 2 people were exposed to body fluids, 1 person was exposed to B3 fluid (chemotherapy drug), and 2 people slipped while 1 other case occurred in a facilities maintenance worker who was injured due to the release. oxygen cylinder cover. The Chair of the Hospital Occupational Health and Safety Committee (K3RS) also believes that there are still many other work accident cases that are not reported to the hospital.

Based on the results of an initial survey conducted by researchers on 10 nurses at Royal Prima Medan, it was discovered that as many as 4 health workers stated that they did not know about the existence of SMK3

because they had only been working for a few months, there were 7 people who stated that they often experienced work accidents because of their attitude. negative because they often ignore SMK3 and often do not use PPE when working. Apart from that, nurses also stated the lack of infrastructure that supports work safety and the leadership's lack of attention to health management and work safety.

The data obtained also shows that the K3RS committee. There are no programs or activities related to K3 that will be implemented, although several programs have been implemented, but the implementation is less coordinated or not organized as K3RS management because these programs are created and implemented by each installation. This is caused by several inhibiting factors such as the relatively low quality of human resources, relatively low levels of wages and social security, the rate of increase in new workers is still higher than the rate of increase in productive jobs that can be created each year, there are still leaders who do not have a commitment to K3 issues, weak data and information related to K3, distribution of officers that is not in accordance with the potential objects of supervision in each region affecting supervision in the field, less than optimal law enforcement for existing K3 violations and weak community social control towards the implementation of K3 in the field. SMK3 created in hospitals includes planning, organizing, implementing and evaluating. The existing planning at the Royal Prima Medan Hospital is still considered less effective in implementing SMK3 because there are several inhibiting factors.

Based on the description of the background above, the researcher is interested in conducting research on Inhibiting Factors in the Implementation of the Occupational Safety and Health Management System with the title "The Relationship between Inhibiting Factors and the Implementation of the Occupational Safety and Health Management System at the Royal Prima Medan Hospital".

Method

The type of research used is analytical survey research using a cross sectional study design, namely to analyze the relationship between inhibiting factors and the implementation of the occupational health and safety management system at Royal Prima Medan Hospital. Data collection is a process of procuring data for research purposes. The data used in this research are primary data, secondary data and tertiary data.

Primary Data

Primary data is all data related to factors that hinder the implementation of the occupational safety and

health management system obtained from the results of respondents' answers on questionnaires that were prepared and distributed during the research.

Secondary Data

Secondary data is obtained from reports and other official documents, especially data used to assist analysis of the primary data obtained.

Tertiary Data

Tertiary data are the results of research published in journals of international, national reputation and indexed by Google Scholar.

Result and Discussion

The Relationship between Human Resource Quality and the Implementation of the Occupational Safety and Health Management System at the Royal Prima Medan Hospital

Based on the research results, it was found that of the 121 respondents studied, human resources were not of good quality, namely 44 (36.4%) respondents. There are 42 (34.7%) human resources who are not qualified and the implementation of SMK3 is poor, as many as 2 (1.7%) human resources are not qualified and the implementation of SMK3 is good. \Based on the results of the calculations above, it is known that the statistical test results obtained a significance p value of $0.000 < 0.05$. So it can be concluded that there is a relationship between the quality of human resources and the implementation of the occupational health and safety management system at Royal Prima Medan Hospital.

The research results show that efforts to increase implementation of the Occupational Safety and Health Management System at the Royal Prima Medan Hospital So intervention on motivation is very important to improve the quality of human resources. Motivation has a significant relationship with their performance in implementation of the Occupational Safety and Health Management System at the Royal Prima Medan Hospital, because motivation provides good work encouragement to forge stronger relationships with the agency where you work and ultimately improve the quality and quantity of human resources.

Every hospital hopes for success as well Royal Prima Medan Hospital. To achieve this success requires the existence of HR quality. To create HR quality, requires a strong push from the hospital. This encouragement can take the form of providing motivation, which aims to improve performance HR.

Ability is inherent in a person and is innate from birth and is manifested in his actions at work, while motivation is a very important aspect to drive a person's creativity and ability to do a job, as well as always being enthusiastic in carrying out that work. From some of the

descriptions that have been explained, it can be concluded that paraHRable to carry out the work of implementing the Occupational Safety and Health Management System at the Royal Prima Medan Hospital and wants to achieve maximum results in his work. To achieve maximum performance, encouragement is needed to create will and enthusiasm for work, namely motivation. Motivation functions to stimulate HR capabilities so that maximum performance results will be created.

Motivation for implementing the Occupational Safety and Health Management System at the Royal Prima Medan Hospital are motives that to become active or functioning do not need to be stimulated from outside, because within each individual there is already an urge to do something. In this way, there is no burden on HR to behave in an unreasonable or untrue manner. HR can fully do what HR wants to do without any limitations on their image in the new environment. These human resources will feel comfortable, even in a new environment. The results of this research are supported by some of the respondents' answers stating that they agree with the items that they enjoy doing work, are challenged at work the higher the level of difficulty, do work that is new, use their potential and abilities, never shy away from the company, develop creativity at work, and provide important input.

This view is in line with the opinion of Siagian (2012) who states that intrinsic motivation originates from within the individual. If intrinsic motivation is connected to the hierarchy of human needs, it concerns higher level needs, namely esteem needs and self-actualization needs. This shows that HR who have motivation means that HR has the strength to achieve success in life.

The motivation of an HR person in implementing the Occupational Safety and Health Management System at the Royal Prima Medan Hospital can also be indicated from their participation in making decisions. Real participation can be seen from the input that HR provides to company leaders. Participation can also be seen from HR's willingness to learn by consulting with their leaders. The higher the level of participation of an HR person, the more positive their motivation will be at work. An HR person's pride in his work is a positive motivation for him. Pride in work can be realized by providing challenges and rewards for work results.

The Relationship between Workload and the Implementation of the Occupational Safety and Health Management System at the Royal Prima Hospital in Medan

Based on the research results, it was found that of the 121 respondents studied, 76 (62.8%) respondents stated that the workload was high. There were 63 (52.1%) respondents who stated that the workload was

high and the implementation of SMK3 was poor, 13 (10.7%) respondents stated that the workload was high and the implementation of SMK3 was good.

Based on the results of the calculations above, it is known that the statistical test results obtained a significance p value of $0.000 < 0.05$. So it can be concluded that there is a relationship between respondents who stated that the workload is with the implementation of the occupational safety and health management system at the Royal Prima Medan Hospital.

Health workers work 24 hours to serve patients and implement the Occupational Health and Safety Management System at the Royal Prima Medan Hospital. The research results show that of the 3 workload indicators that stand out in value are the activities carried out by Health Officers such as taking patients to the room, installing intravenous catheters, documenting care for Health Officers, and having to be responsible for client Health Officers. This research is supported by Muslimah (2015), the majority of the workload in quantitative workload is the amount of work that must be done to meet clients' health needs, while the qualitative load is high responsibility in providing care to clients. Health workers must provide care while their work activities are quite diverse. The results of the research show that those with low scores are the work activities of Health Officers while on duty.

Activities for implementing the Occupational Safety and Health Management System at the Royal Prima Hospital in Medan are often carried out directly, such as giving medicines to patients intensively and indirect activities such as carrying out administrative tasks (non-health worker tasks), taking laboratory samples and helping with preparations. and retrieval of inspection tools and materials. This research is supported by Nisak et al. (2023) that the work activities carried out by Health Officers during working hours.

Based on the research results, good HR planning is something that needs to be considered so that the workload of Health Officers does not exceed capacity and they continue to provide the best performance in serving patients, of course to improve the quality of services, especially services. Inpatient Health Officer. High motivation from Health Officers is needed in carrying out their responsibilities, as well as supervision from the head of the room and demands from the hospital which require Health Officers/hospital staff to always implement quality care.

Work Environment with the Implementation of the Occupational Safety and Health Management System at Royal Prima Medan Hospital

Based on the research results, it was found that of the 121 respondents studied, respondents who stated

that the work environment was not supportive were 66 (54.5%) respondents. There were 54 (44.6%) respondents who stated that the work environment was not supportive and the implementation of SMK3 was poor, as many as 12 (9.9%) respondents stated that the work environment was not supportive and the implementation of SMK3 was good.

Based on the results of the calculations above, it is known that the statistical test results obtained a significance p value of $0.000 < 0.05$. So it can be concluded that there is a relationship between the work environment and the implementation of the occupational health and safety management system at Royal Prima Medan Hospital.

The work environment greatly influences HR performance in implementing the Occupational Safety and Health Management System at the Royal Prima Medan Hospital. HR performance will increase along with aspects of the work environment. The aspect of the work environment that has a big influence is the condition of the work environment which is divided into two, namely the physical work environment and the non-physical work environment. These two working environmental conditions are interconnected and mutually balanced. With this balanced work environment aspect, work will be more supported by a conducive work environment so that work achievements will be more optimal.

In measuring HR performance, the following three things are needed to be considered, namely the quantity completed or achieved, the quality of the work produced, and the timeliness of whether or not it is in accordance with the planned time. Therefore, there are several aspects of the working environment that influence HR performance at the Royal Prima Medan Hospital. The following are aspects of the work environment that influence HR performance. In this aspect of the work environment, several things that influence are lighting, room color, air circulation, cleanliness and room comfort. If the workplace has a place to relax, gather and play, HR performance will increase. This is because the workplace is the primary thing that has a direct effect on the psychology of each team member, which in turn will increase the performance of each individual.

In this aspect of the work environment, the thing that influences the most is the work culture within the company. Work culture includes task structure, job design, teamwork patterns, leadership. Work culture is measured by the habits that exist in the company, the character of the leader, and the company's organizational structure. All HR definitely wants a better career position. Work motivation is what drives human resources to complete work. If within the company there is no promising career path for

promotion, then HR will be less motivated to work optimally and think about moving companies.

Aspects of a good and appropriate work environment will also have a good and appropriate influence on HR performance. If the work environment aspects are good, then HR can carry out their activities optimally, maximally and comfortably. The suitability of this aspect of the work environment has a positive impact on HR and allows HR to work more effectively and efficiently.

According to researchers' assumptions, pleasant working conditions, both in terms of workplace and work facilities, will be very helpful in speeding up work completion. By fulfilling the work environment aspects above.

The Relationship between Wage Levels and the Implementation of the Occupational Safety and Health Management System at Royal Prima Medan Hospital

Based on the research results, it was found that of the 121 respondents studied, respondents who stated that the wage level was not appropriate were 68 (56.2%) respondents. There were 58 (47.9%) respondents who stated that the wage level was not appropriate and the implementation of SMK3 was lacking, as many as 10 (8.3%) respondents stated that the wage level was not appropriate and the implementation of SMK3 was good.

Based on the results of the calculations above, it is known that the statistical test results obtained a significance p value of $0.000 < 0.05$. So it can be concluded that there is a relationship between wage levels and the implementation of the occupational health and safety management system at Royal Prima Medan Hospital.

The research results show that the incentives received by HR are given within a predetermined period of time by a hospital. Incentives can also be given human resources, only one human resource will be given an incentive for some reason so that only that human resource deserves to receive it. An incentive can also be given to a team, because the team is able to achieve the goals and targets expected by a hospital.

This is supported by research conducted by Hasmi et al. (2018) with the research title "The Influence of Human Resource Competence, Motivation and Incentives on the Documentation of Care in the Inpatient Room at RSU Wisata UIT Makassar," it was found that there was a relationship between incentives and documentation of care. The higher the incentives given, the more complete the documentation of HR care that will be carried out by HR will be. HR needs to be given remuneration in the form of salaries, compensation and incentives. Providing these incentives will increase HR's interest in providing HR care, including in terms of complete documentation of HR care.

HR performance is one of the duties and legal ethics of an HR person. Providing incentives will support HR performance in terms of complete documentation. Based on theory and data obtained, the higher the incentives received by HR, the more complete the documentation of HR care carried out by HR will be. Vice versa, the lower the incentives received by HR, the more incomplete the documentation carried out by HR will be. This includes providing incentives. Someone can assess that the incentives they receive are relatively high, but in other people's opinion, these incentives are still relatively low for them. This can be influenced by life needs factors so that each person's assessment is different. And there is unfairness in the distribution of incentives.

The components of compensation satisfaction in this research refer to the components of the satisfaction object, namely the compensation component. According to Simamora (2006) stated that there are several components of compensation which can be divided into two financial forms. In financial compensation there are two divisions of compensation.

Direct financial compensation consists of the pay a person receives in the form of salary, wages, bonuses and incentives. Basic salary is the basic compensation received by an HR person, usually in the form of wages and salaries. Salary is a fixed employee benefit for each period regardless of the number of hours worked (usually once a month). Wages are employee benefits that are calculated directly based on the amount of time worked. Incentives are additional compensation above or beyond the salary or wages provided by the organization. Additional incentive pay is given based on productivity, sales, profits and cost cutting efforts. 2. Indirect financial compensation, also known as allowances, includes all financial rewards that are not included in direct compensation.

Allowances are an indirect award given to an HR person. Examples of benefits include health and life insurance, holidays paid for by the company, pension programs, as well as facilities provided such as company cars, club membership, special parking. Non-financial compensation consists of the satisfaction a person provides from the work itself, or from the psychological/or physical environment in which the person works. For example, pleasant work colleagues, a comfortable work environment and competent supervision, while job satisfaction, for example, interesting tasks, recognition of work achievements.

Incentives are direct rewards paid to HR because their performance exceeds specified standards. Non-financial compensation is indirect compensation. According to Mondy et al. (2005), indirect compensation (fringe benefit) is additional compensation given based

on company policy to all human resources in an effort to improve the welfare of human resources.

Furthermore, indirect compensation according to Fauzi (2016) is the provision of a share of profits or other benefits to workers outside of salary or fixed wages, which can be in the form of money or goods. For example, THR, Christmas allowance and so on. Based on the description above, it can be concluded that there are two compensation components, namely financial and non-financial compensation. Financial compensation consists of direct financial compensation (wages, salaries and benefits) and indirect financial compensation (environmental satisfaction).

The reason researchers use this aspect is because the theory expressed by Simamora can represent the opinions of several experts above. In the world of work, the compensation given will influence the work behavior of HR in carrying out their duties. Compensation is important for HR as HR because the amount of compensation reflects the size of the value of their work among the company itself, family and society. The importance of compensation as an indicator of satisfaction at work. Compensation satisfaction can be interpreted as HR's satisfaction with the compensation received from the organization as compensation for their work.

Salary satisfaction received by HR can be a big trigger for the work they do, so that HR has the opportunity to show their ability to achieve good performance, namely through work performance. HR will provide good service to patients and can meet performance standards as HR. Compensation can influence someone to choose where they work. The compensation offered will affect the quality of human resources obtained by the company. The greater the compensation offered, the higher the quality of human resources they receive. Providing good and appropriate compensation will increase the motivation of HR. HR will be motivated by trying to work as best as possible, to increase their income in the form of compensation. Many agencies or organizations believe that the compensation system influences performance. In addition, quite a few HR people prefer their pay to be tied to performance, strengthening companies' motivation to implement reward systems like this.

According to researchers' assumptions, each person has a different assessment of something. Providing incentives can increase HR motivation. Motivation is an encouragement that has the effect of generating, directing and maintaining behavior related to the work environment. Increasing work motivation makes HR have high enthusiasm to provide the best service. This is comparable to high motivation to carry out documentation which will result in complete

documentation quality and conversely low motivation will result in low performance.

The relationship between the number of new workers added and the implementation of the Occupational Safety and Health Management System at the Royal Prima Hospital in Medan

Based on the research results, it was found that of the 121 respondents studied, the rate of addition of new workers was low, namely 83 (68.6%) respondents. There were 71 (58.7%) numbers of new workforce additions that were low and implementation of SMK3 was poor, as many as 12 (9.9%) numbers of additions of new workforce were low and implementation of SMK3 was good.

Based on the results of the calculations above, it is known that the statistical test results obtained a significance p value of $0.000 < 0.05$. So it can be concluded that there is a relationship between the number of new workers added to the implementation of the occupational safety and health management system at the Royal Prima Medan Hospital.

In the health service sector which is service-oriented and based on knowledge, HR management has a more significant role compared to organizations in other fields. Second, the suitability of the HR department with the organization's strategy. Organizations should have an understanding of the strategies being implemented which will then be applied in HR management practices so that they can produce employee behavior that supports the organization's objectives.

Third, cultural issues, the HR management department has an important role in building an adaptive learning culture by also having the capacity to keep up with drastic changes by creating appropriate behavior and values for the health workforce. Fourth, competency issues. One of the reasons the HR management department is rarely involved in the strategic planning of an organization is due to a lack of competence than expected, therefore the level of competency of executives from the HR management department has a big role in the integration of HR management functions and strategies.

Fifth, the relationship between HR management and clinical outcomes. Specific performance improvement training and development can be achieved with various types of HR management practices in the form of units or groups of practices. One practice from the HR management department that has also been widely researched is that training is proven to have a positive impact on the four performance categories above. Training in non-technical fields has become a trend in hospitals and has been proven to improve team performance, patient safety and organizational performance. Another widely researched practice is task

delegation which has been shown to have an impact on organization and patient outcomes. Meanwhile, the collection of practices implemented mostly covers several domains such as increasing motivation, ability, and empowerment.

Saliha stated that perceived usefulness on behavioral tendencies, it was found that there was a positive and significant influence of attitude on behavioral tendencies, and no mediation effect by attitude could be found.

In developing employees in implementation of the occupational safety and health management system at the Royal Prima Medan Hospital Don't just choose employees who have potential and are diligent, but lazy employees must also be encouraged or even required to take part in development programs every few months, so that every employee feels supported by the hospital, so they feel motivated not to be lazy, and compete. - Competition to be promoted and also development programs can make their minds more open at work.

This research is in line with research conducted Nazir et al. (2018). The results of the research show that there is an uneven supply of computers, connector cables, facilities and infrastructure, a lack of programmers, server problems, a lack of budget, application incompatibility, no routine training, indiscipline of officers, no rewards and punishments, no SOPs and hospital cooperation. With Telkom From the results of the research it can be concluded that there is a lack of quality in the implementation of the occupational health and safety management system at the Royal Prima Medan Hospital in terms of infrastructure and human resources.

If the hospital management wants the implementation of the occupational safety and health management system that is being built at the Royal Prima Medan Hospital to be successfully implemented in the hospital, then the following things must be taken into account. Development master plan, the development blueprint must be well designed starting from the initial survey until the end of implementation, what needs to be considered is the involvement of experience factors in building the same work, as well as the participation of all parts of the organization in making the management information system to be built a success, this master plan is will be a reference for creating a system for an unlimited period of time.

Integrated, with integration between all parts of the organization into one unit, the system will run efficiently and effectively so that obstacles such as redundancy, re-entry and data inconsistencies can be avoided, with the hope that system users will gain benefits that can be felt directly, changes in work patterns from manual to computer will have good and bad effects for a medical worker.

Development team, the team that builds a management information system must be experts and experienced in their field, several fields of knowledge that must be present in building a good management information system are: information management, informatics engineering, computer engineering. This team also needs to involve doctors, nurses, administrative staff, managers, and if available, of course people who understand management information systems, especially hospitals. Information Technology, accuracy in choosing information technology is very important in development, the components of information technology in general are hardware, software and networks. Factors that need to be considered in choosing technology are: Price, the price is in accordance with the information technology's performance, measured by the ability, capacity and speed of information technology to handle processes and store data, flexibility, the ability of information technology to adapt to each other and the ease of development in the future. comes survivability, how long does it take for information technology to get support from vendors and the market, it is necessary to consider not building a system that only depends on one particular vendor.

Change in work culture from manual to automation. This cultural change is not easy to do, in fact it often disrupts the migration process from manual to computer-based automation. Leaving ingrained work habits (work "comfort zone") and being ready to learn to adapt to a new system is not an easy thing. Sometimes it takes courage, firmness and mutual agreement between leaders and employees.

Researchers assume that the addition of new workers by implementing an occupational safety and health management system at the Royal Prima Hospital in Medan. In providing direct services to patients, the hospital must be good and proficient, there are not many who don't understand how to input data so that there are no bottlenecks in providing services.

Conclusion

Based on the results of research conducted by researchers, this research produces several conclusions as follows: a) There is a relationship between the quality of human resources and the implementation of the occupational health and safety management system at the Royal Prima Medan Hospital. b) There is a relationship between HR workload and the implementation of the occupational safety and health management system at the Royal Prima Medan Hospital. c) There is a relationship between the HR work environment and the implementation of the

occupational health and safety management system at the Royal Prima Medan Hospital. d) There is a relationship between wage levels and the implementation of the occupational safety and health management system at the Royal Prima Medan Hospital. e) There is a relationship between the number of new workers added to the implementation of the occupational safety and health management system at the Royal Prima Medan Hospital. f) The most dominant variable related to the implementation of the occupational safety and health management system at the Royal Prima Medan Hospital is the wage level.

Acknowledgments

Thank you to all parties who have helped in this research so that this article can be published

Author Contributions

All authors contributed to writing this article.

Funding

No external funding.

Conflicts of Interest

No conflict interest.

References

- Alfiansah, Y., Bina, K., & Ekawati. (2020). Analisis Upaya Manajemen K3 Dalam Pencegahan Dan Pengendalian. *Jurnal Kesehatan Masyarakat*, 8(September), 1-6. <https://doi.org/10.14710/jkm.v8i5.27899>
- Ayudiah, F., Anissa, K., & Hermawan, D. (2022). Perlindungan Hukum Bagi Pasien Dan Bidan Dalam Pemberian Pelayanan Umum. *Jurnal Ilmu Kedokteran Dan Kesehatan*, 9(2). <https://doi.org/10.33024/jikk.v9i2.5382>
- Cavallo, J. J., Donoho, D. A., & Forman, H. P. (2020). Hospital Capacity and Operations in the Coronavirus Disease 2019 (COVID-19) Pandemic - Planning for the Nth Patient. *JAMA Health Forum*, 1(3), E200345. <https://doi.org/10.1001/jamahealthforum.2020.0345>
- Fauzi, U. (2016). Pengaruh Pengaruh Pengaruh Kompensasi Kompensasi Kompensasi Kompensasi Terhadap Terhadap Terhadap Terhadap Kinerja Kinerja Kinerja Kinerja Karyawan Karyawan Karyawan Karyawan Pada Pt. Trakindo Trakindo Trakindo Trakindo Utama Samarinda Samarinda Samarinda Samarinda. *EJournal Ilmu Administrasi Bisnis*, 2(1), 172-185. Retrieved from [https://ejournal.hi.fisip-unmul.ac.id/site/wp-content/uploads/2014/09/03_Jurnal_AB_usman_2014_\(09-20-14-06-25-36\).pdf](https://ejournal.hi.fisip-unmul.ac.id/site/wp-content/uploads/2014/09/03_Jurnal_AB_usman_2014_(09-20-14-06-25-36).pdf)

- Gan, W. H., Lim, J. W., & Koh, D. (2020). Preventing Intra-hospital Infection and Transmission of Coronavirus Disease 2019 in Health-care Workers. *Safety and Health at Work*, 11(2), 241-243. <https://doi.org/10.1016/j.shaw.2020.03.001>
- Hasmi, N., Mattalatta, & Trimaya. (2018). Pengaruh Kompetensi, Motivasi dan Insentif Perawat terhadap Pendokumentasian Asuhan Keperawatan Di Ruang Rawat Inap RSUD Wisata UIT Makassar. *Yume: Journal of Management*, 1(2), 149-161. <https://doi.org/10.37531/yum.v1i2.239>
- Japian, C. M. (2021). Eksistensi Organisasi Buruh Internasional dalam Memberikan Perlindungan Terhadap Hak-Hak Pekerja Berdasarkan Konvensi ILO Nomor 111 Tahun 1958 Tentang Diskriminasi Dalam Pekerjaan Dan Jabatan dan Implementasinya di Indonesia. *Lex Privatum*, 9(2), 28-39. Retrieved from <https://ejournal.unsrat.ac.id/index.php/lexprivatum/article/view/33148>
- Maul, D. (2020). *The international labour organization*. de Gruyter.
- Miharja, M. (2020). Sanksi Administratif Malpraktik Bagi Dokter Dan Rumah Sakit Di Indonesia. *DE LEGA LATA: Jurnal Ilmu Hukum*, 5(1), 51-56. <https://doi.org/10.30596/dll.v5i1.3445>
- Mondy, R. W., & Noe, R. M. (2005). *Human resource management*. Pearson Educación.
- Muslimah, F. (2015). *Hubungan Beban Kerja Dengan Kinerja Perawat Di Ruang Rawat Inap RSUD DR. Rasidin Padang* [Universitas Andalas Padang]. Retrieved from <http://scholar.unand.ac.id/4049/>
- Nazir, N., & Darmawati, G. (2018). Perancangan Pencatatan Dan Pelaporan Terpadu Puskesmas Berbasis E-Report Untuk Meningkatkan Kesehatan Masyarakat. *Jurnal Sains Dan Teknologi: Jurnal Keilmuan Dan Aplikasi Teknologi Industri*, 18(2), 75. <https://doi.org/10.36275/stsp.v18i2.109>
- Nisak, K., & Yuwanto, M. A. (2023). *Hubungan Beban Kerja Perawat Dengan Kinerja Perawat Di Ruang Rawat Inap Rumah Sakit*. Retrieved from <http://repository.stikesdrsoebandi.ac.id/id/eprint/969>
- Roberts, B. A. (2019). Legalized cannabis in Colorado emergency departments: A cautionary review of negative health and safety effects. *Western Journal of Emergency Medicine*, 20(4), 557-572. <https://doi.org/10.5811/westjem.2019.4.39935>
- Siagian, S. P. (2012). *Teori Motivasi Dan Aplikasinya*. Rineka Cipta.
- Simamora, H. (2006). *Manajemen Sumber Daya Manusia*. STIE, YKKPN Yogyakarta.
- Sumantri, S. (2020). the Urgency of National Security Council (Nsc) in the Context of Cyber Security As a Sub System of National Security To Protect State and People. *Journal of Social Political Sciences JSPS*, 1(1), 71-75. Retrieved from <http://ejournal.unas.ac.id/index.php/jsp/article/view/10>
- Wangi, V. K. N., Bahiroh, E., & Imron, A. (2020). Dampak Kesehatan Dan Keselamatan Kerja, Beban Kerja, Dan Lingkungan Kerja Fisik Terhadap Kinerja. *Jurnal Manajemen Bisnis*, 7(1), 40-50. <https://doi.org/10.33096/jmb.v7i1.407>