

# Implementation of an Occupational Safety and Health Management system (A Study of the Implementation of Occupational Safety and Health at PT PLN Indonesia Power, Barru)

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**Abstract:** This research aims to determine: Implementation of Occupational Safety and Health Management at PT. PLN Indonesia Power, Barru, by collecting data obtained by observation, interviews, documentation. The results of this research show that PLN Indonesia Power UJP PLTU Barru considers it necessary to implement a system occupational safety and health management in every activity carried out. The implementation of an Occupational Safety and Health Management System (SMK3) in a company is basically a requirement stated in Law Number 13 of 2003 concerning Manpower Article 87 that companies are required to implement an Occupational Safety and Health Management System that is integrated with the company's management system. Based on interview procedures, the implementation of occupational safety and health in the work accident prevention and management system at PLN Indonesia Power PLTU Barru OMU has been carried out. Based on Rahmat Kamruddin's presentation as Senior Environmental K3 Supervisor, factors that influence the running of K3 include communication. Communication at work will influence the work process and is even an essential part of it.

**Keywords:** Health; Implementation; PLTU; Work.

## Introduction

Indonesia Power is a subsidiary of PT PLN (Persero) which was founded on October 3 1995 under the name PT PLN Pembangkitan Jawa Bali I (PT PJB I). On October 8 2000, PT PJB I changed its name to Indonesia Power as an affirmation of the company's goal to become an independent power generation company with a pure business orientation. The company's main business activities currently focus on providing electricity through electricity generation and as a provider of power plant operation and maintenance services that operate plants spread across Indonesia. Apart from managing the Generating Unit, Indonesia

Power has 5 subsidiaries, 2 joint venture companies, 1 associated company, 3 subsidiary companies (affiliates of subsidiaries) to support the company's strategy and business processes. In 2020, PT Indonesia Power through its subsidiary which is engaged in the development of New Renewable Energy (EBT), PT Indo Energi Hijau developed a Rooftop Solar Power Plant (PLTSA) which was built at the PT Indonesia Power generation unit (Suma'mur, 1998)

Occupational Health and Safety (K3) is a form of effort to create a safe, healthy workplace, free from environmental pollution, so that it can protect and be free from work accidents which ultimately can increase work efficiency and productivity. Work accidents can

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not only cause fatalities, but also material losses for workers and employers. In fact, work accidents can disrupt the production process as a whole, damage the environment, and even have an impact on the wider community (Irzal: 2016).

Using work equipment that is not in accordance with procedures can cause work accidents. To reduce the risk of work accidents, companies should implement work health and safety programs so that employees can understand the procedures for carrying out work. Occupational health and safety are important things for companies. Because, the impact of work accidents is not only detrimental to employees but also the company. The company must cover medical costs and hospital costs or even burial costs if the victim dies.

Several studies provide indications that a work accident cannot occur by itself, but occurs due to one or several factors causing the accident at once in an incident (Tarwaka, 2014)

If so, the employee's working time will be used up helping, thus hampering the smooth running of work. Recruiting new employees and providing training can also reduce the mental or psychological condition of other employees. Meanwhile, the losses that occur to employees are that employees can suffer injuries, physical disabilities and die. In this context, seeking occupational health and safety for employees is much easier and more realistic.

Cases of explosions that have occurred in the press small laughter quoted from (Fatoni, 2013), among others a cracker factory in Kaliwates, Jember, May 2001 killed 4 people, and a tofu factory in Taman, Sidoarjo, January 2005 killed 2 people. Where K3 risk management is an effort to manage risk to prevent unwanted accidents in a comprehensive, planned and comprehensive manner structured in a good system. Seto enable management to improve results by identifying and analyzing existing risks (Soputan, 2014).

In general, 80-85% of work accidents are caused by human factors, namely unsafe actions. Unsafe action, namely wrong action at work and not in accordance with what has been determined (human error), usually occurs due to physical imbalances in the workforce and lack of education. Meanwhile, those caused by poor working environmental conditions or dangerous work equipment conditions (unsafe conditions), are usually influenced by things such as tools that are not suitable for use, safety equipment that does not meet standards. These two things explain that human behavior is the main cause of accidents in the workplace (Irzal, 2016).

Employment social security includes Old Age Security (JHT), Death Security (JK), Work Accident Security (JKK), and Pension Security (JP). JKK is a guarantee that provides compensation and rehabilitation for workers who experience accidents

when they go to work until they return home or suffer from work-related illnesses. Employment social security is one of the efforts to handle work accidents in economic and social aspects (Muhammad, 2023). Without realizing it, fatigue or carelessness can cause workers to experience accidents. Apart from that, psychological factors such as anxiety also make workers unfocused. In other words, anxiety can have a distracting effect so that work is not done optimally.

Apart from humans being one of the main factors in work accident problems, there are also things that often do not help employees to optimize production processes and work performance. Room temperature that must be adjusted, such as humidity levels and air conditions (ventilation), lighting, which are important for carrying out work, are often neglected, resulting in eye fatigue and resulting in a decrease in work efficiency levels (Irzal, 2016).

Occupational safety and health urgently receive attention from companies and the workforce. Occupational safety and health will provide welfare for workers. With the K3 application, it is hoped that workers will not only be workers who are 'milked' by the company. On the other hand, workers need to receive protection so that work does not bring disaster. Work must always pay attention to security and safety. If there are no efforts to apply occupational safety and health, workers may experience bad luck. Accidents can be perceived as normal and normal if K3 applications are not heeded.

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 (Wahyuni, 2023)

In 2019, the Minister of Manpower (Menaker) Ida Fauziyah said that work accident cases had increased. In 2019, the number of work accidents reached 114,000 accidents. Meanwhile in 2020, the number of work accidents increased to 177,000 accident cases. Thus, BPJS Employment data for 2019 recorded 114,000 work accident cases. In 2020, there was an increase in the period from January to October 2020. In the momentum of the National K3 Month Commemoration at Kilometer Zero Sabang, Aceh Province in January 2021, it was revealed that BPJS Employment recorded 177,000 cases of work accidents in 2020. If this figure is calculated based on The number of claims submitted by workers who experience work accidents, the actual number of work accidents is much greater. The reason is, not all workers are BPJS Employment participants.

Based on this data, all parties are required to be more serious in implementing the K3 (Occupational Safety and Health) culture. In South Sulawesi Province,

PT Indonesia Power is located in Barru Regency, Balusu District, Lampoko Village. In the last 3 (three) years (2019-2020), there have been 4 (four) cases of work accidents at the Barru Branch PLTU. Work accidents experienced by these workers included cuts when cutting pipes for electrical installations and falls while cleaning electrical cable networks. Apart from that, there was one of the machine workers who experienced an occupational disease in the form of hearing loss due to exposure to noise for a long period of time. Based on additional information, it is known that workers use Personal Protective Equipment (PPE) only on work that is considered heavy and high risk. Meanwhile, when dealing with work that is considered light and not high risk, they do not use PPE.

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In a company context, K3 has clear guidelines. Some guidelines for implementation in the workplace include Law Number 13 of 2003 concerning Manpower, PP Number 50 of 2012 concerning Occupational Safety and Health Management Systems, Government Regulation Number 50 of 2012 concerning Occupational Safety and Health Management Systems, Minister of Manpower Regulation Number 4 of 2012 1987 concerning the Occupational Safety and Health Advisory Committee (P2K3), and RI Minister of Manpower Decree No. 187/MEN/1999 (Muhammad, 2023).

Apart from humans being one of the main factors in work accident problems, there are also things that often do not help employees to optimize production processes and work performance. Room temperature that must be adjusted, such as humidity levels and air conditions (ventilation), lighting, which are important for carrying out work, are often ignored, which results in eye fatigue and results in a decrease in the level of work efficiency (Irzal, 2016).

Occupational Health and Safety (K3) is an inseparable part of the employment and human resources system. Occupational safety and health are not only very important in improving social security and welfare of workers. However, beyond that, occupational safety and health have a positive impact on the

sustainability of work productivity. Therefore, the issue of occupational safety and health at this time is not just an obligation that must be paid attention to by workers, but also must be fulfilled by a work system. Work safety can motivate workers to work optimally. With a protection system for employees, the company will gain a positive image (Muhammad, 2023).

Occupational safety and health urgently receive attention from companies and the workforce. Occupational safety and health will provide welfare for workers. With the practice of implementing K3, it is hoped that workers will not only be workers who are 'milked' by the company. On the other hand, workers need to receive protection so that work does not bring disaster. Work must always pay attention to security and safety. If there are no efforts to implement occupational safety and health, workers may experience bad luck. Accidents can be perceived as normal and normal if K3 implementation is not heeded.

PT. PLN (Persero) as the only company engaged in the distribution of electrical energy, the workload for its workforce or employees is quite high amidst society's demands for excellent and optimal electricity services. The large workload and work environment with a high level of risk in this company makes it possible for work accidents and work-related diseases to occur for the workforce. Based on the explanation of the background above, the author is interested in exploring this problem through a research study.

## Method

Descriptively, this research describes a model for implementing K3 to create work safety. In detail, this research presents the facts and process of implementing K3 factually and objectively. The hope is that we will be exposed to the realization of K3 implementation in the industrial development of this disruptive era. Even though it is an applicable and applied book, in order to maintain the quality of research, the author went through several stages and research methods (Suma'mur. 1998).

Research methods are a scientific way to obtain data with specific purposes and uses. Based on this, there are four key words that need to be considered, namely scientific methods, data, objectives and uses. Qualitative methods are used to determine data mining, collecting, processing descriptive qualitative. The descriptive qualitative model is known as the case study approach. This model emphasizes descriptive presentation. In qualitative techniques, the process of examining K3 implementation is based on postpositivism or interpretative philosophy.

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four key words that need to be considered, namely scientific methods, data, objectives and uses. Qualitative methods are used to determine data mining, collecting, processing and analyzing (Sugiyono, 2017). The research method chosen by the author is descriptive qualitative. The descriptive qualitative model is known as the case study approach. This model emphasizes descriptive presentation. In qualitative techniques, the process of examining K3 implementation is based on postpositivism or interpretive philosophy.

The key to understanding the condition of natural objects is to use the writer as a key instrument. The information collection technique was carried out using triangulation (a combination of observation, interviews and documentation). Thus, the data obtained tends to be qualitative data. Data analysis is inductive (qualitative). Qualitative results are for understanding meaning, understanding uniqueness, constructing phenomena, and finding hypotheses (Sugiyono, 2017)

In general, this research describes data and phenomena. The author also attempts to collect data regarding the implementation of occupational safety and health in the work accident prevention and management system at PT. Indonesia Power Steam Power Plant (PLTU) BARRU Operation and Maintenance Services UNIT (OMU). Meanwhile, the location of the company is in Bawasalo Hamlet, Lampoko Village, Balusu District, Barru Regency.

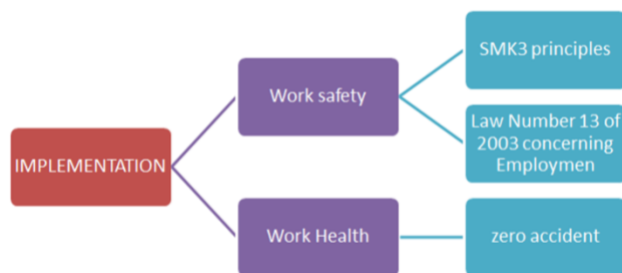


Figure 1. Research Flow Diagram

## Result and Discussion

Referring to Minister of Manpower Regulation Number 5 of 1996 concerning SMK3, it is explained that the aim of implementing SMK3 is to create an K3 system involving managerial aspects, workers and integrative work environment conditions to prevent and minimize work accidents. The number of work accidents is increasing from year to year, forcing companies to have SMK3 which is able to realize K3 effectively. The work environment will not be free from work accidents if the company does not implement SMK3. Every workplace contains K3 risks. So, the implementation of SMK 3 does not need to be negotiated anymore. Moreover, SMK3 has been clearly regulated in a number of statutory

regulations. Implementing SMK3 in companies is one of the hopes of creating a work environment with zero accidents.

Apart from that, implementing SMK3 is also a form of the company's commitment to protecting its workers from every potential danger and risk of work accidents. Companies need to recognize potential threats that arise. By recognizing the potential that arises, the company will understand the threat and can formulate preventative actions. In a work context, accidents can occur regardless of seniority. Therefore, companies must examine the risk factors that arise and trigger the phenomenon of work accidents. If this can be formulated, a risk control program can be developed that can reduce the number of work accidents. (Sultan, 2023) Normally, companies operating in the service sector will have a high risk of causing work accidents. In work related to electricity and other power plants, there are various potential physical, chemical and even biological hazards. Noise, use of tools that are hot and heavy (read: not ergonomic) can cause fatigue. In fact, this can also cause disharmonious relationships due to high power at work.

The Occupational Safety and Health Management System (SMK3) that applies in the company is enforced throughout the company environment, including other sub-sub operations and other parties related to company operations. SMK3 also includes other parties who operate (work) within the PT Indonesia Power UJP PLTU Barru company environment. The scope of implementing SMK3 at PT Indonesia Power UJP PLTU Barru in the first stage uses 166 criteria with 12 elements. SMK3 is part of the entire management system which includes organizational structure, planning activities, responsibilities, procedural practices, processes and resources to develop, implement, achieve, review and maintain K3 policies. There are at least three main objectives for implementing the PT Indonesia Power Occupational Health and Safety Management System. First, SMK3 aims to increase the effectiveness of planned, measurable, structured and integrated occupational safety and health protection. Second, prevent and reduce work accidents and work-related diseases by involving elements of management, workers (laborers) and/or trade unions (labor unions). Third, creating a safe, comfortable and efficient workplace to encourage productivity. Each company has unique and distinctive criteria, so K3 management strategies will vary. However, in general companies will try to manage and carry out K3 management so that they approach zero accidents. The Occupational Safety & Health Management System, which is more familiarly termed as SMK3, is basically a managerial system for implementing K3. Meanwhile, the activity stages in risk



management start from planning, organizing and evaluating.

In accordance with PT Indonesia Power, the PT Indonesia Power UJP PLTU Barru Occupational Safety & Health Management system or abbreviated as SMK3 is a company management system established by top management to comply with Government Regulation Number 50 of 2012 which aims to control risks related to work activities in order to creating a safe, healthy, secure, efficient and productive workplace. The basic principles of implementing the Occupational Safety and Health Management System follow the PDCA (Plan-Do-Check-Action) system framework with the principle of continuous improvement.



**Figure 2.** PDCA System Framework Model & Continuous Improvement in SMK3

The management system is prepared by research and examining the threat of work accident risks. Apart from that, SMK3 also has an adaptive and applicable K3 implementation scheme. It is also ensured that K3 procedures are socialized to employees, including partners. This is important to build synergy steps towards zero accidents. The SMK3 developed by Indonesia Power is also not a fixed price. Continuous evaluation enriches the dynamics of SMK3 to become an ideal system for implementing K3 for the workforce, including the surrounding social environment.

**K3 Commitment and Policy** the K3 commitment and policy of each company has unique conditions. In this context, PT Indonesia Power as a subsidiary of PLN with the vision, "To become a trusted energy company that grows sustainably" fully realizes the importance of Occupational Safety and Health (K3) in every activity. Management and employees of PT Indonesia Power UJP PLTU Barru have a commitment and awareness to always improve culture and prioritize occupational

safety and health (K3) in several ways. First, PT Indonesia Power prevents work-related accidents and illnesses and creates a safe and comfortable work environment for all employees and guests. Second, PT Indonesia Power implements and improves the K3 management system on an ongoing basis by complying with K3 laws and regulations.

Based on the results of interviews and observations conducted by researchers, information was obtained that the implementation of occupational safety and health in the work accident prevention and management system has been well realized due to the discipline of the workforce in implementing policies such as the K3 SOP provided by the company. PT. Indonesia Power PLTU Barru OMU is trying to carry out developments in terms of implementing K3 such as improving communication/coordination between various workforce parties. The development referred to here also includes always socializing the implementation of K3 such as appeals and K3 templates. K3 templates have been installed at several points in the work space and several machines for occupational safety and health to avoid accidents and violations at work. K3 training takes the form of simulations provided by the K3 Team to hone employee alertness in emergencies. With K3 training, the risk of K3 work accidents decreases and employee alertness during emergencies begins to increase (Muhammad, 2023)

PT Indonesia Power UJP PLTU Barru is responsible for and guarantees the K3 policy by communicating it to all employees, customers and company partners. The K3 policy applies throughout the work area of PT Indonesia Power UJP PLTU Barru and will be reviewed periodically in accordance with company developments and statutory regulations. PT Indonesia Power UJP PLTU Barru has established an K3 policy which states the commitment and 30 the company's goals in controlling K3, as well as improving its performance in writing, dated and signed by the company leadership. This policy was prepared through a consultation process with labor representatives and disseminated to all parties (workers, guests, work partners, business partners and other related parties). The unit manager as the highest leader ensures that all PT Indonesia Power UJP PLTU Barru employees are responsible for supporting and implementing the K3 Policy, K3 procedures and all K3 requirements that are implemented. All employees receive socialization about the K3 Policy so that work is carried out without violating the K3 policy. Apart from that, K3 policies are also communicated to other related parties such as customers, vendors, visitors, and others via email, fax, letters, or when visitors come to the company. The K3 policy is reviewed once a year through a management review meeting. If there are changes, the latest

regulations are re-approved by the unit manager. Apart from having general regulations, companies also have specific policy commitments.

In the context of a company with all its risks, PT Indonesia Power UJP PLTU Barru is committed to creating a safe and healthy work environment for all employees and other people (contractors, suppliers, visitors and guests). PT Indonesia Power by prohibiting the use of alcoholic drinks and the like, drugs (narcotics, psychotropic substances and addictive substances), preventing and transmitting HIV/AIDS as well as implementing a smoke-free work environment. In realizing this commitment, every worker and other person must.

Know and understand that consuming, possessing and distributing or selling drugs, alcoholic drinks and the like in the work environment is prohibited by the company. Report if you are taking medication prescribed by a doctor which can affect your ability to work so you can continue to carry out your work safely. Report if you find out that other workers consume alcoholic drinks and the like, or drugs while carrying out work and in the work environment. Organizing outreach on the importance of preventing the transmission of HIV/AIDS, the dangers of consuming alcoholic beverages. Encourage workers to carry out HIV-AIDS tests confidentially and voluntarily accompanied by counseling. Maintain the confidentiality of employees with HIV/AIDS in accordance with applicable laws and regulations. Build worker awareness in maintaining the dignity of colleagues who suffer from HIV/AIDS. Install no smoking signs in smoke-free areas and provide smoking facilities that meet health requirements in accordance with applicable regulations.

This is a commitment that must be upheld collectively. Violations of this policy will be subject to disciplinary action as regulated in the applicable Collective Work Agreement (KKB) and may be subject to legal action. The management of PT Indonesia Power UJP Barru is responsible for and ensures that this Special Policy is communicated to all employees, customers and company partners so that it is implemented. This policy will be reviewed periodically in accordance with company developments and statutory regulations.



Figure 3 Visualization of AKHLAK at PLN Indonesia Power

In implementing K3, PT Indonesia Power UJP PLTU Barru formed an K3 Advisory Committee (P2K3). P2K3 is a forum between employers and workers to develop mutual understanding and effective participation in implementing K3 in the company area. The relevant manager is responsible for designing, communicating, interpreting, coordinating and managing the administration of the K3 Policy, programs, procedures and instructions in support of the K3 Management System.

Furthermore, PT Indonesia Power UJP PLTU Barru determines, provides and maintains the infrastructure needed to achieve compliance with generation service requirements including. Buildings, workplaces and supporting facilities. Generation process equipment in the form of hardware and software. Supporting equipment such as transportation, communication and information technology.

The K3 management program carried out and implemented by the company will determine the level of work safety. The K3 program must be prepared specifically so that it can be implemented optimally. The K3 management program must also detail assignments. With an K3 management program, K3 implementation can be carried out so that it can provide benefits and protection for workers.

Implementation of K3 must take place in every company. To more easily understand the implementation of K3, this chapter will present the implementation of K3 at PLN Indonesia Power. This company is interesting as a model of a company that is highly committed to implementing K3. The implementation of K3 in PLN Indonesia Power is a form of humanistic SMK3 practice and is able to increase worker loyalty. Historically, PLN Indonesia Power is the Barru PLTU Generation Services Unit managed by PLN (Persero) which has been operating since 2012. PLN Indonesia Power is the main provider of electricity

supply with a capacity of 2x50 MW to meet the need for electricity in the South Sulawesi area.

In 2014, the Barru PLTU Generation Services Unit was handed over to PLN Indonesia Power as asset manager which was previously managed by PLN (Persero). The change in company status mentioned above was submitted directly from PLN (Persero) to PLN Indonesia Power. Indonesia Power is a subsidiary of PLN Persero which was founded on October 3 1995 under the name PLN. PLN Java Bali I Generation (PLN. PJB I). On October 8, 2000, PG BT changed its name to a pure business-oriented independent power generation company.

The company's main business activities currently focus on providing electricity to various services that provide electricity generation. Indonesia Power acts as a provider of power plant operation and maintenance services that operates plants spread across various points in Indonesia. Apart from managing generating units, Indonesia Power has 5 subsidiaries, 2 companies (joint venture companies) one associated company, companies (affiliates of subsidiaries) to support the company's strategy and business processes.



**Figure 4** Atmosphere of PLN Indonesia Power

PLN Indonesia Power is a subsidiary of PLN which has the vision "To become a trusted energy company that grows sustainably". In realizing its mission, PLN Indonesia Power is committed to paying attention to occupational safety and health in every activity. In this case, PLN Indonesia Power management is improving culture and prioritizing Occupational Safety and Health (K3) with several things, including:

Prevent work-related accidents and illnesses. Create a safe and comfortable work environment for all employees and guests. Implement and improve the K3 management system on an ongoing basis by complying with K3 laws and regulations. Establish and implement an K3 program, control potential hazards and risks in the workplace, and review the effectiveness of its implementation. Actively involved in the K3 program

and its implementation. Increase employee awareness, provide rewards or sanctions to employees and work partners to always carry out work safely, securely, healthily and environmentally friendly. Report to the leadership regarding matters that could endanger employees and the company. PLN Indonesia Power UJP PLTU Barru is responsible for and guarantees that the K3 policy is communicated to all employees, customers and company partners for further implementation. The policy has been in effect since 2019 and also in previous years. All employees, customers and company partners are informed to jointly implement K3.

In its development, the implementation of K3 is always reviewed periodically. Guidelines for implementing K3 at PLN Indonesia Power are contained in the Indonesia Power Integrated Management System and are stored in writing in the Occupational Health and Safety Management System (SMK3) manual. The SMK3 Manual contains a number of integrated information for workers, customers, suppliers, individuals and institutions that are business partners of PLN Indonesia Power UJP PLTU Barru. The SMK3 Manual focuses on company policies and commitment to Occupational Safety and Health Systems. As a form of the company's commitment to implementing SMK3 PP Number 50 of 2012, PLN Indonesia Power UJP Barru is determined to consistently make continuous improvements to the implementation of K3 in accordance with the requirements of K3 regulations and other provisions. By implementing SMK3 PP Number 50 of 2012, management hopes to minimize risks, reduce and prevent work-related accidents and illnesses and maximize company efficiency. Ultimately, this can increase company productivity. Once again, the SMK3 manual is the main reference document for all activities related to K3.

The program is implemented by the company and serves as a training guide for company personnel. PLN Indonesia Power UJP PLTU Barru is one of the electricity supply service companies under the control of PLN (Persero). In carrying out its business processes, PLN Indonesia Power operates in the electricity generation sector, which means there is always the possibility that a work accident will occur. An accident at work is not something that can just happen. This can happen because there is a cause. The biggest factor that causes work accidents is unsafe actions and unsafe conditions.

As a form of concern for occupational safety and health, PLN Indonesia Power UJP PLTU Barru considers it necessary to implement an occupational safety and health management system in every activity carried out. The implementation of an Occupational Safety and Health Management System (SMK3) in a company is basically a requirement stated in Law Number 13 of 2003 concerning Manpower Article 87 that companies are



required to implement an Occupational Safety and Health Management System that is integrated with the company's management system. Based on interview procedures, the implementation of occupational safety and health in the work accident prevention and management system at PLN Indonesia Power PLTU Barru OMU has been carried out. Based on Rahmat Kamruddin's presentation as Senior Environmental K3 Supervisor, factors that influence the running of K3 include communication. Communication at work will influence the work process and is even an essential part of it.

Communication is very important. Starting from superiors to workers, they must coordinate with each other to avoid work accidents. Workers are also supervised. Do workers really use complete personal protective equipment when working in the unit? Every month tools and machines will be inspected in order to reduce accidents in the workplace. In the process of preventing work accidents, PLN Indonesia Power carries out hazard risk control every weekend. The direct inspector is the K3 section. Apart from that, safety briefings are carried out to regulate workforce discipline every day. This aims to check the readiness and health of the workforce, especially Personal Protective Equipment (PPE) which is used to prevent and anticipate undesirable things.

All companies definitely have factors that hinder the desired process from running. The same thing happened at PLN Indonesia Power. There are some people or workers who do not use personal protective equipment when they want to check machines, such as not wearing shoes or masks because it is only for a short time. However, the company still provides warnings in the form of warnings. The reason is, we don't know for sure when a work accident occurred.

The company is aware that potential dangers at the production site can result in work accidents or work-related illnesses. Thus, the company is committed to implementing occupational safety and health. The implementation of occupational safety and health can be reflected in several policies implemented such as work accident insurance and health care insurance. Work accident insurance is a guarantee provided by the company to employees who experience work accidents.

This guarantee is in the form of guarantees for treatment costs, rehabilitation of work accident victims, and so on. Deaths in the workforce will generally cause financial losses to the families left behind. These losses include losses due to medical costs during illness to funeral costs. Death insurance is intended for the families of victims left behind. The company also provides health care guarantees. This guarantee is intended for workers to overcome health problems. This guarantee includes guarantees for services at health

clinics, hospitals, the need for assistive equipment, and sacrifices that have been appointed by the company. The company has made efforts to anticipate work accidents and occupational diseases by providing free personal protective equipment tailored to workers' needs. Apart from that, the company also strives to provide information about occupational safety and health at production sites. The superiors also always reprimand workers if there are violations. At PLN Indonesia Power, the implementation of the use of personal protective equipment at production sites includes.

Masks Masks are provided by the company to all employees. Masks as PPE are made from cloth. The use of cloth masks was chosen because they are soft so they are effective in filtering the air from wood dust at the production site. Helmets Currently, the company provides head protection in the form of helmets to several employees who need it. A helmet functions to protect the head from collisions, blows, or falls from sharp and heavy objects flying or sliding through the air. Gloves Gloves are provided by the company to employees. This PPE functions to hold hot materials and during gluing. Earmuffs Ear protectors are used to protect the quality of workers' hearing due to noise. The company has provided earmuff PPE. An earmuff is an ear protection device that functions to cover the ears.

Shoes Safety shoes are a type of PPE that companies must provide to their workers. This serves to create K3. These shoes must meet Indonesian National Standards (SNI) and pass trials. Apart from personal protective equipment, the company is aware of the fire dangers that exist in the workplace. As an effort to overcome the danger of fire, the company provides light fire extinguishers (APAR) and hydrants. The company also prepares a medical clinic within the company and an ambulance if a worker suffers serious injuries due to an accident at work.

Agencies or companies must have a number of provisions and company policies for preventing and dealing with work accidents. That way, the workforce will be increasingly protected. Ideally, companies always promote the importance of using personal protective equipment when working in the field. Workers must always carry out PPE checks. Apart from that, companies must be able to motivate them to increase discipline in using personal protective equipment in the workplace. It is also important to increase supervision of equipment and working environment conditions.

Above all, the Occupational Safety and Health Management system guide is prepared as a guide in implementing the Occupational Safety and Health Management System (SMKD3) which must be continuously updated for the effectiveness of the implementation of the Occupational Safety and Health



Management System (SMK3) in the company. There are several factors that influence the implementation of Occupational Safety and Health (K3) at PT Indonesia Power. The factor that influences the implementation of K3 is the participation of the workforce in realizing K3. Communication is a factor that needs to be maintained or improved to avoid miscommunication which can cause losses to the workforce or the company. K3 implementation discipline must also be improved. In addition, workplace conditions must always be maintained.

To optimize the implementation of K3 in various work environment contexts, there are three points that need to be improved, namely communication, discipline and work environment design. Improving communication between workers can be done through a series of familiarity activities and increasing workforce capacity. Apart from that, communication skills can also be acquired through training and such. To improve discipline, companies can implement a reward system for employees who have high discipline. Meanwhile, to ensure a work environment design that is pro K3, the work place design must be modified according to the risk analysis that workers will face.

## Conclusion

Based on the research results and discussion, the following conclusions can be drawn. PLN Indonesia Power UJP PLTU Barru considers it necessary to implement an occupational safety and health management system in every activity carried out. The implementation of an Occupational Safety and Health Management System (SMK3) in a company is basically a requirement stated in Law Number 13 of 2003 concerning Manpower Article 87 that companies are required to implement an Occupational Safety and Health Management System that is integrated with the company's management system. Based on interview procedures, the implementation of occupational safety and health in the work accident prevention and management system at PLN Indonesia Power PLTU Barru OMU has been carried out. Based on Rahmat Kamruddin's presentation as Senior Environmental K3 Supervisor, factors that influence the running of K3 include communication. Communication at work will influence the work process and is even an essential part of it. Designing SMK3 and implementing K3 within the company is not difficult. With synergy between workers, this is certain. The implementation of K3 which is designed based on risk analysis and control will be able to build an OHSMS that is able to provide guarantees of security, health and work safety. In the end, zero accidents in the work environment will become something that is certain.

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## Conflicts of Interest

The author publishes this article for research and publication purposes. There are no conflicts or other interests in writing this article.

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