

Analisis tingkat komitmen manajemen terhadap pelaksanaan keselamatan dan kesehatan kerja di pengolahan crumb rubber PT "X" Kalimantan Barat 2014

Salim, Abdul

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Abstrak

Penelitian ini bertujuan untuk melakukan studi analisis tingkat komitmen manajemen dalam pelaksanaan Keselamatan dan Kesehatan Kerja di pabrik pengolahan crumb rubber di PT."X" Kalimantan Barat 2014. Penelitian dilakukan terhadap pegawai tetap pada level manajerial dan perwakilan dari pekerja di Pabrik Pengolahan Crumb Rubber PT "X" Kalimantan Barat pada bulan Maret - Juni 2014, menggunakan desain penelitian deskriptif analitik dengan pendekatan analisis kualitatif, data primer berupa wawancara mendalam, dan observasi di lapangan. Observasi dilakukan dengan melakukan cross check antara kebijakan atau prosedur perusahaan dengan implementasinya di lapangan. Hasil penelitian menunjukkan bahwa: (1) Dari hasil wawancara dapat disimpulkan bahwa, komitmen afektif di PT "X" sudah cukup baik karena sikap penerimaan karyawan terhadap program K3 di PT "X" sudah sangat baik, manajemen PT "X" juga selalu mengadakan training untuk pekerja baru dan refresh training untuk pekerja lama, manajemen PT "X" juga berkonsultasi pada para pekerja terkait K3 walaupun tidak melalui rapat-rapat melainkan langsung kepada karyawan di tempat, manajemen PT "X" juga sudah melakukan inspeksi dan investigasi terkait K3 secara rutin. (2) Dari hasil wawancara dapat disimpulkan bahwa Komitmen Kontinyu di PT "X" masih rendah karena tidak adanya anggaran dan SDM khusus dalam menunjang berlangsungnya K3 dalam perusahaan. Tidak adanya struktur organisasi khusus diperusahaan yang menangani program K3, semua yang berhubungan dengan pelaksanaan K3 itu tanggung jawab seorang personalia. Serta belum adanya evaluasi-evaluasi yang dilakukan manajemen mengenai pelaksanaan K3 selama ini. (3) Dari hasil wawancara di atas, dapat disimpulkan bahwa, Komitmen Normatif di PT "X" masih rendah, karena kepatuhan karyawan terhadap peraturan K3 masih rendah, tingkat pelanggaran yang dilakukan karyawan juga masih tinggi dan PT "X" belum memiliki prosedur dalam menjalankan K3 di seluruh unit kerja, yang ada hanya berupa instruksi-instruksi kerja.

This study aims to conduct analysis of study-level management commitment to the implementation of the Occupational Health and Safety in crumb rubber processing plant in PT. "X" West Kalimantan, 2014. Study was carried out on a permanent employee at managerial level and workers representative in Crumb Rubber Processing Factory PT "X" West Kalimantan in the month of March-June 2014, the use of descriptive analytic study design with qualitative analysis approach, the primary data in the form of in-depth interviews, and observations in the field. Observations carried out by cross-checking between the policies or procedures of the company with its implementation in the field.

The results showed that: (1) From the interviews it can be concluded that, affective commitment in PT "X" is good enough for acceptance to the program employees K3 PT "X" has been very good, the management of PT "X" has always held a training for new workers and training to refresh the old workers, the management of PT "X" was also consulted on the workers concerned K3 although not through meetings but directly to employees in place, the management of PT "X" has also been conducting inspections and investigations are routinely associated K3 . (2) From interviews it can be concluded that a Continuous Commitment to PT "X" is low because there has the absence of a special

budget or human resources to support the company's ongoing K3. The absence of specific organizational structure in the company that handles the K3 program, all of which relate to the implementation of K3 was responsible personnel. And the lack of evaluations conducted during the management of the implementation of the K3. (3) From the interview above, it can be concluded that, Normative Commitment PT "X" is low, because the employee compliance with regulations K3 is still low, the level of offense committed employees are also still high and PT "X" does not yet have procedures in running K3 in all work units, which exist only in the form of work instructions.