

Analisis Efektivitas Sistem Manajemen Keselamatan dan Kesehatan Kerja Studi Kasus PT. XYZ

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Abstrak

PT. XYZ adalah salah satu perusahaan manufaktur di bidang pengolahan minyak nabati/minyak CPO (crude palm oil), yang menghasilkan produk margarine, shortening sertaminyak goreng. PT. XYZ menerapkan beberapa sistem manajemen, diantaranya sistem manajemen K3, sistem manajemen lingkungan dan sistem manajemen mutu. Implementasi sistem manajemen K3 secara formal dimulai sejak tahun 2010 dan saat ini sudah mendapatkan sertifikasi dari badan audit. Namun demikian untuk melakukan perbaikan yang berkelanjutan terhadap sistem manajemen K3, PT. XYZ belum mengetahui efektifitas penerapan sistem yang ada, meskipun selama ini sudah mendapatkan sertifikasi dari badan audit, belum menjamin sistem sudah efektif dan bisa diandalkan mengelola keselamatan dan kesehatan pekerja. Analisis dilakukan terhadap efektivitas sistem manajemen K3 yang sedang diterapkan menggunakan metode triangulasi, yaitu wawancara mendalam, observasi dan studi dokumen terhadap implementasi sistem. Hasil penelitian selain mengetahui efektivitas SMK3 juga mengungkap tipe sistem yang digunakan oleh PT. XYZ yaitu tipe traditional design and engineering. Instrumen penilaian kinerja sistem manajemen menggunakan hasil penelitian dari Gallagher, 1997 dan diperoleh hasil akhir PT. XYZ memenuhi kriteria penilaian sebesar 63,9%. Outcome data 5 tahun terakhir menunjukkan tiga indikator insiden di PT. XYZ memiliki tren yang variatif (positif dan negatif). Sehingga bisa disimpulkan kinerja sistem belum efektif dalam menurunkan tingkat insiden (final outcome). Kata kunci: kinerja, sistem manajemen K3, efektivitas Analisis efektivitas

PT. XYZ is one of the manufacturing companies in the processing vegetable oil area/crude palm oil (CPO), which produces margarine, shortening and cooking oil. PT. XYZ applies several management systems, including OHS management system, environmental management system and quality management system. The implementation of OHS management system formally started in 2010 and today it has been certified by the audit body. However, regarding continuous improvement to the health and safety management system, PT. XYZ is not aware of the effectiveness of existing system, although it has been certified by the audit body, does not guarantee the system has been effective and reliable manage the safety and health of workers. Analysis was conducted on the effectiveness of implemented OHS management using triangulation method, ie in-depth interview, observation and document review. The results of research besides knowing the effectiveness of OHSMS also reveal the type of system used by PT. XYZ is the traditional design and engineering type. The performance analysis instrument of the management system adopted from Gallagher, 1997 and obtained the final result of PT. XYZ criteria compliance is 63.9%. The last 5 years data outcome shows three incident indicators at PT. XYZ has a varied trend (positive and negative). So it can be concluded that the system performance has not been effective in decreasing the incident rate (final outcome). Key words: performance, OHSMS, effectiveness.