

# Kajian kinerja Keselamatan Kerja Ditinjau dari Keterlibatan Manajemen di Departemen Industrial Plant PT Wijaya Karya Tahun 2019

Delfianda

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## Abstrak

ABSTRAK Nama : Delfianda Program Studi : Keselamatan dan Kesehatan Kerja Judul : Kajian Kinerja Keselamatan Kerja Ditinjau Dari Keterlibatan Manajemen Di Departemen Industrial Plant PT X Tahun 2019 Pembimbing : Doni Hikmat Ramdhan, S.K.M, M.K.K.K, Ph.D Industri jasa konstruksi memiliki resiko kecelakaan kerja yang tinggi. Berdasarkan catatan European Agency for Health & Safety at Work tahun 2007, Health and Safety Executive di tahun 2009, serta National Institute for Occupational Safety and Health di tahun 2010 yang dirangkum oleh Conchie, Moon, & Duncan (2013) menyatakan bahwa industri konstruksi mencatat kecelakaan kerja terbanyak, baik berupa cedera dan kematian di Eropa dan Internasional. Keterlibatan Manajemen merupakan salah satu komponen penting dalam meningkatkan kinerja Kesehatan, Keselamatan, Keamanan dan Lingkungan (K3L). Penelitian ini bertujuan untuk mengkaji keterlibatan manajemen dalam kinerja keselamatan. Penelitian ini deskriptif dengan metode cross sectional yang dijalankan dengan wawancara mendalam, observasi lapangan dan juga kuesioner sebanyak 93 orang pada Maret-Mei 2019. Variabel yang dilihat adalah iklim keselamatan, tanggung jawab keselamatan, dan kinerja keselamatan. Hasil penelitian didapatkan bahwa keterlibatan manajemen masih kurang menonjol dibuktikan dengan wawancara dan obsevasi lapangan walaupun pada laporan baik. Hal ini dikarenakan kurangnya pemahaman mengenai kebijakan K3L, kurangnya komunikasi, lemahnya konsistensi dan komitmen penerapan K3L, serta kurangnya tindakan proaktif dan inisiatif saat menghadapi masalah K3L. Hal yang dapat diterapkan untuk meningkatkan keterlibatan manajemen ditunjukkan dengan tanggung jawab dengan menyusun dan melaksanakan program pelatihan kepemimpinan bagi semua level serta menjaga pelaksanaan program K3L di tempat kerja. Kata kunci: Kepemimpinan, Tanggung Jawab Keselamatan, Iklim & Kinerja Keselamatan

ABSTRACT Name : Delfianda Study Program : Occupational Health and Safety Title : Study of Work Safety Performance Viewed from the Management Involvement in PT X 2019 Counsellor : Doni Hikmat Ramdhan, S.K.M, M.K.K.K, Ph.D The construction service industry has a high risk of workplace accidents. Based on records of the European Agency for Health & Safety at Work in 2007, the Health and Safety Executive in 2009, and the National Institute for Occupational Safety and Health in 2010 summarized by Conchie, Moon, & Duncan (2013) stated that the construction industry recorded accidents most work, both in the form of injury and death in Europe and International. Management involvement is an important component in improving Health, Safety, Security and Environment (K3L) performance. This study aims to examine management involvement in safety performance. This is a descriptive study with a cross sectional method which is carried out by in-depth interviews, field observations and questionnaires as many as 93 people in March-May 2019. The variables seen are climate safety, safety accountability, and safety performance. The results showed that management involvement was still less prominent as evidenced by interviews and field observations even in good reports. This is due to a lack of understanding of HSE policies, lack of communication, lack of consistency and commitment to implementing HSE, as well as a lack of proactive actions and initiatives when dealing with

HSE problems. Things that can be applied to improve management involvement are indicated by field safety accountability that results in good safety performance with safety leadership, among others by compiling and implementing safety leadership training programs for all levels of leadership and maintaining monitoring of the implementation of the K3L program in the workplace. Keywords: Leadership, Safety Accountability, Safety Climate, and Safety Performance