

Identifikasi Budaya Keselamatan dan Performa Keselamatan di Perusahaan Manufaktur PT. XYZ

Al-Ghiffari, Rijal Noor

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Abstrak

<div style="text-align: justify;">Budaya keselamatan (safety culture) didefinisikan sebagai kumpulan karakteristik dan sikap dalam organisasi dan individu yang menetapkan bahwa, sebagai prioritas utama, isu keselamatan terjamin menjadi perhatian karena signifikansinya. Sedangkan performa keselamatan merupakan capaian keselamatan yang didefinisikan berdasarkan target (tujuan terencana pada periode waktu tertentu) dan indikator (parameter berdasarkan data yang digunakan untuk memonitor dan menialai) performa keselamatan. PT. XYZ merupakan salah satu perusahaan manufaktur yang menaruh perhatian terhadap budaya keselamatan dengan risiko kerja dari aktivitas produksi minuman. Catatan performa keselamatan PT. XYZ dalam 5 tahun terakhir menunjukkan masih adanya kecelakaan kerja kategori lost time injury (LTI) dan medical treatment injury (MTI). Catatan penilaian bahaya dan risiko ditempat kerja juga menunjukkan 80% bahaya dan risiko berkaitan dengan faktor perilaku manusia. Oleh karena itu penelitian ini dilakukan untuk menilai hubungan budaya keselamatan dan performa keselamatan. Penelitian dilakukan di 8 pabrik PT. XYZ yang tersebar diseluruh Indonesia dengan responden 321 karyawan di bagian manufaktur. Penelitian dilakukan pada bulan Maret – Juni 2022 dengan menggunakan kuesioner yang didukung dengan wawancara, obeservasi lapangan, dan data perusahaan. Hasil penelitian menunjukkan skor persepsi budaya keselamatan PT. XYZ adalah 3,83 dan termasuk dalam kategori baik. Dimensi yang dipersepsikan dengan skor tertinggi ialah sistem keselamatan dan dimensi dengan skor terendah ialah tekanan pekerjaan. Perhitungan statistik menunjukkan tidak adanya hubungan antara budaya keselamatan dan performa keselamatan di PT. XYZ. Penelitian selanjutnya diharapkan mampu memerikan gambaran budaya bukan hanya pada konteks iklin keselamatan, melainkan juga konteks budaya keselamatan organisasi yang komprehensif</div><hr /><div style="text-align: justify;">Safety culture is the assembly of characteristics and attitudes in organizations and individuals which establishes that, as an overriding priority, protection and safety issues receive the attention warranted by their significance. Meanwhile, safety performance is a safety achievement that is defined based on targets (planned goals for a certain period of time) and indicators (parameters based on data used to monitor and assess) safety performance. PT. XYZ is one of the manufacturing companies that pays attention to safety culture with occupational risks from beverage production activities. PT. XYZ in the last 5 years shows that there are still occupational accidents in the lost time injury (LTI) and medical treatment injury (MTI) categories. The hazard and risk assessment records in the workplace also show that 80% of hazards and risks are related to human factors. Therefore, this study was conducted to assess the relationship between safety culture and safety performance. The research was conducted in 8 factories of PT. XYZ spread throughout Indonesia with 321 employees in the

manufacturing sector as respondents. The research was conducted in March – June 2022 using a questionnaire supported by interviews, field observations, and company data. The results showed that the score of the perception of the safety culture of PT. XYZ is 3.83 and is in the good category. The dimension perceived with the highest score is the safety management system and the dimension with the lowest score is work pressure. Statistical calculations show that there is no relationship between safety culture and safety performance at PT. XYZ. Future research is expected to be able to provide a cultural picture not only in the context of safety climate, but also in the context of a comprehensive organizational safety culture</div>