

THE INFLUENCE OF PROVIDING OHS (OCCUPATIONAL HEALTH AND SAFETY) MATERIALS AND ITS IMPLEMENTATION ON THE PERFORMANCE OF PT. ABCD EMPLOYEES

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ABSTRACT

This study aims to identify and analyze the impact of providing OHS (Occupational Health and Safety) materials and the implementation of OHS practices by the company on workers at PT. ABCD in the event of unforeseen incidents such as workplace accidents. The provision of OHS materials and their application to the performance of employees at PT. ABCD is a scientific literature review article within the scope of Human Resources. The method used is quantitative research with a case study strategy, gathering information through observations, and questionnaires distributed to staff, operators, and supervisors at PT. ABCD. The results of the study indicate that providing OHS materials significantly enhances employees' understanding of the importance of safety and health practices in the workplace. Moreover, the effective implementation of OHS schemes increases employees' awareness of potential hazards and methods to prevent them. These findings highlight the importance of providing OHS materials and implementing OHS practices as preventive measures in creating a safe and healthy work environment, as well as a means for employees to apply safety and health principles in their daily lives. The study demonstrates the further growth of OHS schemes in the workplace.

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INTRODUCTION

Background

This study aims to understand and analyze the implementation of Occupational Health and Safety (OHS) applied by the company to its employees as well as the responsibility of PT ABCD in the event of a workplace accident. This type of research is empirical legal research. The results of the study indicate that the implementation of OHS at PT ABCD has been in accordance with Minister of Manpower Regulation Number: 15/MEN/VIII/2008 concerning First Aid in Workplace Accidents. This includes Occupational Health and Safety (OHS), First Aid Rooms, First Aid Cabinets or Boxes along with their contents, and Evacuation and Transportation Equipment. However, the implementation of OHS at PT ABCD still does not fully meet the standards set by the Minister of Manpower regulations. PT ABCD's responsibility in the event of a workplace accident includes providing Occupational Health and Safety (OHS), as well as services from the Social Security Organizing Agency for Manpower which includes reimbursement of transportation costs, temporary disability benefits, disability benefits, death benefits, funeral expenses and periodic benefits, rehabilitation costs for the replacement of assistive devices (orthoses) and/or prosthetic devices (prostheses), replacement costs for dentures, hearing aids, glasses, as well as educational scholarships (Faeni, 2024).

In this modern era, almost all human jobs are carried out with the assistance of tools designed to simplify and expedite the work process. These tools enhance productivity from various aspects, such as improving the quality of outcomes. However, the use of these machines can also have both positive and negative impacts. Negative consequences may occur if the machinery malfunctions during operation, potentially leading to workplace accidents. Workplace accidents are not solely caused by tools, but also by workers' negligence.

In the context of labor, the government pays close attention to labor protection. The primary goal of the government is to safeguard and ensure the safety of workers, especially those who are vulnerable. The success and development of companies heavily rely on the health, welfare, and dedication of their workforce, which must be well-maintained (Faeni, 2023).

THEORETICAL FOUNDATIONS

Increasing awareness of Occupational Health and Safety (OHS)

Higher education enables individuals to have broader knowledge compared to others. Adequate knowledge of laws and regulations related to health and safety at work can enhance employees' self-awareness. This is due to the existence of material provision programs and training on the fundamentals of OHS (Occupational Health and Safety). (Hendrawan, A., 2019).

Implementation of OHS Programs in Companies

The implementation of OHS programs within organizations aims to enhance OHS performance through efficient and effective efforts, thereby preventing or minimizing the risks of work-related accidents and illnesses. Every organization has different OHS risks depending on the nature and type of its activities. Therefore, every organization implements OHS efforts, but what sets them apart is the quality of their implementation. (Sholihah, Q., 2018).

Impact of Occupational Health and Safety (OHS) on Employees

Occupational health and safety are crucial for companies because they impact work-related accidents and illnesses, which can directly or indirectly harm employees and companies. OHS has a positive and significant effect on employee performance. Elphiana E.G et al. (2017).

The Importance of OHS for Employees

Work safety is a state of being free from harm while performing tasks. In other words, work safety is one of the factors that must be ensured during work, as nobody desires accidents to occur while carrying out their duties. Work safety greatly depends on the type, form, and environment in which the work is performed. Sinaga, S et al. (2020).

Case Study: PT, ABCD

Regarding the implementation of OHS at PT. ABCD, positive results are evident. After the implementation of the OHS program, there has been a significant improvement in employees' knowledge and awareness of safety and health in the workplace. Employees can recognize potential hazards and be more proactive in taking preventive measures. These findings affirm that systematic and sustainable implementation of OHS can create a safer and more comfortable work environment. Busyairi, M., Tosungku, L. O. A. S., & Oktaviani, A. (2014).

RESULT AND DISCUSSION

Effects of providing OHS materials on knowledge

After the intervention, the posttest results showed a significant increase in employees' knowledge in the company. The average posttest knowledge score of employees increased. The paired sample t-test indicated a significant improvement in employees' knowledge (Faeni et al., 2023).

Effect of OHS Training on Awareness

An improvement was also observed in employees' awareness of the importance of safety and health in the workplace. The average posttest awareness score of employees increased.

Observations by educators

Employees who participated in the OHS training program observed beneficial changes in employee behavior. They demonstrated increased vigilance and commitment to enforcing safety standards in the workplace, showing greater caution in their tasks and promptly notifying authorities of potential risks (Faeni, 2024).

Long-Term Impact and Sustainability

Although this study only measured the short-term impact of OHS training, initial observations indicate the potential for positive long-term effects. The company's management and staff have expressed their commitment to continuing the OHS training program and further integrating it into the workplace environment.

CONCLUSIONS AND SUGGESTIONS

Conclusions

This research illustrates that supplying occupational health and safety (OHS) materials greatly improves the knowledge and awareness of PT. ABCD employees. Successful OHS training, backed by supervisors and management, can foster a safer and more comfortable working environment. These results underscore the importance of providing OHS materials within organizations and the need for continuous efforts to support safety and health training in the workplace.

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