HUBUNGAN FAKTOR PEMBENTUK BUDAYA KERJA K3 DENGAN PERILAKU SELAMAT PADA PEKERJA DI PROYEK PEMBANGUNAN APARTEMEN X TAHUN 2022

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Abstrak

Menurut *International Labor Organization (ILO)* tahun 2018, tingkat kecelakaan kerja dan berbagai ancaman keselamatan dan kesehatan kerja (K3) di Indonesia masih cukup tinggi. Berdasarkan data kecelakaan kerja di area proyek terdapat beberapa kecelakaan kerja periode Mei 2021-Januari 2022. Oleh karena itu, peneliti melakukan penelitian faktor-faktor pembentuk budaya keselamatan kerja yang berhubungan dengan perilaku selamat. Metode penelitian yang digunakan adalah penelitian kuantitatif dengan desain studi cross-sectional dan sampel yang digunakan sebanyak 92 pekerja. Hasil penelitian menunjukan sebanyak 92,3% pekerja yang melakukan tindakan perilaku selamat. Hasil analisis diperoleh variabel umur (p-value = 0,024), variabel masa kerja (p-value = 0,183), Pendidikan terakhit (p-value = 0,000), komitmen manajemen (p-value = 0,0200), peraturan dan prosedur (p-value = 0,822), komunikasi pekerja (p-value = 0,083), keterlibatan pekerja (p-value = 0,804), kompetensi pekerja (p-value = 0,637), dan lingkungan kerja (p-value = 0,000). Variabel yang memiliki hubungan yang signifkan dengan perilaku selamat yaitu komitmen manajemen, peraturan dan prosedur dan lingkungan kerja. Perusahaan perlu untuk meningkatkan partisipasi pekerja dalam kegiatan K3 di proyek sehingga meningkatkan kompetensi pekerja yang berdampak pada kualitas perilaku selamat pada pekerja. Saran yang dapat diberikan yaitu melakukan peningatan kualitas APD pekerja yang mengalami kerusakan, memberikan pelatihan-pelatihan terkait pencegahan kecelakaan, mempertegas sanksi bagi pekerja yang melanggar aturan, memberikan motivasi berperilaku aman kepada para pekerja dengan memberikan penghargaan, memastikan lingkungan kerja di area proyek bebas bahaya.

Kata Kunci: Kecelakaan kerja, buruh konstruksi, faktor pembentuk budaya kerja K3

THE RELATIONSHIP OF THE FACTORS THAT FORM WORK SAFETY CULTURE WITH SAFE BEHAVIOR FOR WORKERS IN THE X APARTEMENT DEVELOPMENT PROJECT IN 2022

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Abstract

According to the International Labor Organization (ILO) in 2018, the rate of work accidents and various threats to occupational safety and health (K3) in Indonesia is still quite high. Based on work accident data in the project area, there were several work accidents for the period May 2021-January 2022. Therefore, the researchers conducted research on the factors that form a work safety culture related to safe behavior. The research method used is quantitative research with a cross-sectional study design and the sample used is 92 workers. The results showed as many as 92.3% of workers who carried out safe behavior actions. The results of the analysis obtained age variables (p-value = 0.024), years of service (p-value = 0.183), most recent education (p-value = 0.000), management commitment (p-value = 0.0200), regulations and procedures (p-value = 0.822), worker communication (p-value = 0.083), employee involvement (p-value = 0.804), worker competence (p-value = 0.637), and work environment (p-value = 0.000). Variables that have a significant relationship with safe behavior are management commitment, rules and procedures and work environment. Companies need to increase worker participation in OHS activities in the project so as to increase worker competencies which have an impact on the quality of worker safety behavior. Suggestions that can be given are improving the quality of PPE for workers who are damaged, providing training related to accident prevention, reinforcing sanctions for workers who violate the rules, motivating workers to behave safely by giving rewards, ensuring the work environment in the project area is hazard free.

Keywords : work accident, construction worker, factors forming a work safety culture