

# ANALISIS ASPEK PENGAWASAN, *REWARD* DAN *PUNISHMENT* TERHADAP KEPATUHAN PENGGUNAAN APD PADA PEKERJA KETINGGIAN PROYEK PT X TAHUN 2023

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## Abstrak

Proyek PT X merupakan proyek konstruksi yang melibatkan pekerjaan di ketinggian dan tercatat sebanyak 14 kasus kecelakaan kerja ringan, seperti tertusuk, tergores, maupun terjepit. Serta adanya temuan perilaku berbahaya pada pekerja ketinggian, yaitu tidak menggunakan *full body harness*. Penelitian ini bertujuan untuk menganalisis aspek pengawasan, *reward* dan *punishment* terhadap kepatuhan penggunaan APD pada pekerja ketinggian. Penelitian menggunakan metode kuantitatif desain studi *cross sectional*. Total sampel yang digunakan sebanyak 52 responden dengan pemilihan *total sampling*. Metode pengumpulan data dengan observasi dan kuesioner. Analisis data menggunakan univariat, bivariat dengan uji *chi-square*, serta multivariat dengan uji regresi logistik berganda. Hasil analisis bivariat didapatkan hasil bahwa adanya hubungan antara pengetahuan (*p-value* 0,005), sikap (*p-value* 0,011), pengawasan (*p-value* 0,014) dan *punishment* (*p-value* 0,011) dengan kepatuhan penggunaan APD. Sedangkan variabel *reward* (*p-value* 0,491) tidak memiliki hubungan dengan kepatuhan penggunaan APD. Hasil analisis multivariat menunjukkan pengetahuan menjadi variabel yang paling dominan terhadap kepatuhan penggunaan APD (POR: 7,441; 95% CI: 1,351 – 40,981). Disarankan bagi perusahaan untuk mengadakan program pelatihan atau *training* terkait pentingnya penggunaan APD pada pekerja ketinggian agar wawasan para pekerja semakin meningkat.

**Kata Kunci:** Alat Pelindung Diri, Pekerja Ketinggian, Pengawasan, *Punishment*, *Reward*

# **ANALYSIS OF ASPECTS OF SUPERVISION, REWARD AND PUNISHMENT ON COMPLIANCE WITH PPE AMONG HEIGHT WORKERS AT PROJECT PT X IN 2023**

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## **Abstract**

The PT X project is a construction project that involves work at height and there were 14 cases of minor work accidents, such as punctured, scratched, and pinched. As well as the finding of dangerous behavior in height workers, namely not using full body harness. This study aimed to analyze the aspects of supervision, reward, and punishment on compliance with the use of PPE of working at heights. This study used quantitative methods cross-sectional study design. The total sample used was 52 respondents by total sampling selection. Data collection methods with observation and questionnaires. Data analysis used univariate, bivariate with chi-square test, and multivariate with multiple logistic regression test. The results of the bivariate analysis showed that there was a relationship between knowledge (p-value 0.005), attitude (p-value 0.011), supervision (p-value 0.014), and punishment (p-value 0.011) with worker compliance of PPE. While the reward variable (p-value 0.491) has no relationship with worker compliance of PPE. The results of multivariate analysis showed knowledge to be the most dominant variable on worker compliance of PPE (POR: 7.441; 95% CI: 1.351 - 40.981). The company could hold training programs or training related to the importance of using PPE on working at height so that workers' knowledge increases.

**Keywords:** Height Workers, Personal Protective Equipment, Punishment, Reward, Supervision