



Workforce Knowledge in Mining Safety Management System Policy Implementation

Komeyni Rusba¹, Sri Wahyuni², Nunung Nurwati³

¹Program Studi Keselamatan dan Kesehatan Kerja Universitas Balikpapan, Indonesia

²Lincoln University College, Petaling Jaya, Malaysia

³Program Studi Kesejahteraan Sosial Universitas Padjadjaran, Bandung Indonesia

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CORRESPONDENCE

Name: Komeyni Rusba

E-mail: komeyni@uniba-bpn.ac.id

A B S T R A C T

Describe, analyze, and explain how labor knowledge in the implementation of occupational safety protection in PTLiKaKa dan PTWeMi. This study uses a qualitative approach that aims to find the depth of information naturally in a particular case and is research that generates descriptive data. The informants in this research are the general manager, the health safety and environmental manager, the human resource development manager, and two people labor. Human and natural resources, listed in the occupational safety and health management policies and work environment, are the form of company commitments. The company's commitment is a normative goal and needs to be translated into more operational service programs. Significance: Implementation and commitment are transferred into a company policy by the top management of the human resources department and occupational health and safety department. Labor assumes a commitment to implementing the policy as an effort by the company to overcome the problem of protection of occupational safety management and to promote the development of a safe work environment.

INTRODUCTION

Labor protection is a guarantee that workers who work from employers must obtain that their safety and welfare while working can be protected (Soepomo, 1980). Data on mining work accidents in the mineral and coal sector in Indonesia, namely in 2013 as many as 216 cases; in 2014, there were 232 cases; in 2015 there were 159 cases; in 2016 there were 155 cases; in 2017 there were 146 cases (Direktorat Jenderal Mineral dan Batubara, 2017). From the work accident data released, East Kalimantan Province is included in the category of high work accidents.

Furthermore, the management of occupational safety protection is the company's obligation to direct all efforts to implement it with company policies (Fridayanti & Kusumasmoro, 2016). For this reason, long-term occupational safety protection policies are very important in reducing survival rates and protecting the successful economic growth that has been achieved (Amaral et al., 2013).

A work accident is a situation that is clearly undesirable and often unexpected, which can cause loss of time, property, and loss of life that occurs in an industrial work process (Organization, 2018). The high number of work accidents is caused by several factors, namely a high workload, large work capacity, and an uncontrolled work environment (Barlas & Izci, 2018). With these factors, it can be assumed that companies with high work accident rates have not implemented a maximum work safety protection policy (Rusba et al., 2021)

Social policy is implemented in two aspects, namely, value-based and criteria-based. However, the researcher uses criteria-based aspect theory in the context of mineral and coal companies, namely efficiency and effectiveness (D. E. Chambers & Bonk, 2012; Pradini et al., 2015). Janson further said that one of the factors that influence policy implementation is the human resource factor (B. Jansson, 2008).

Based on the explanation above, mineral and coal sector companies still experience work accidents and have not maximally implemented a criteria-based work safety protection policy (Rusba et al., 2021). So, seeing that there are still work accidents in the mineral and coal sector industry, researchers are interested in examining the application of occupational safety protection policies in mineral and coal companies (Silvestre, 2008; Vedeler & Schreuer, 2011).

To create a positive safety climate and risk prevention culture by emphasizing management's commitment to the protection of labor safety and the company must establish a workforce safety policy that includes training (Astuti, 2010; Hadjimanolis & Boustras, 2013; Prasud et al., 2016). Regarding labor protection policies, several studies on safety policies must have a positive work attitude, especially organizational commitment (Nielsen, 2014; Prasud et al., 2016).

From several research results related to occupational safety protection management policies and the development of labor protection policies above, research on how occupational safety protection management policies are applied to the mineral and coal sector industry and its application can be a criterion-based improvement solution for occupational safety management (Rusba et al., 2021). In addition, research on applying occupational safety policies in the mineral and coal sector industry based on criteria has not been obtained, so there is still room to conduct studies on applying occupational safety management in the mineral and coal industry sector.

Work accident data released by the Director General of Mineral and Coal Ministry of Energy and Mineral Resources in the mining sector is the largest in East Kalimantan Province (Direktorat Jenderal Mineral dan Batubara, 2017). Furthermore, the work accident data at the two mineral and coal companies

that will be the object of research, namely from 2015 to 2017, has increased and in 2016 decreased compared to 2015 and 2017.

For this reason, the policy of protecting worker safety by mineral and coal companies must be implemented. The research question in this study is how to implement safety protection policies at PT LiKaKa and PT WeMi.

METHOD

This study uses a qualitative approach to find the depth of information naturally from a particular case (Patton, 2015), and as research that produces descriptive data (Amaral et al., 2013). Furthermore, researchers use case studies as a research approach because researchers want to understand social phenomena on a small scale in a natural state (Bloor & Wood, 2011), in which researchers carefully investigate activities, processes, or groups of individuals (Creswell, 2009). Informants as a particular category of research because someone knows and understands certain types of information (Given, 2008). The technique of determining informants uses one of the techniques in the logic of sampling or determining informants with a specific purpose (purposeful) in qualitative research (Patton, 2015). Informants in this study are the general manager, health safety and environmental manager, human resource development manager, and 2 (two) workers.

RESULTS AND DISCUSSION

The understanding of the workforce regarding the issue of occupational safety protection, which is the target in the occupational safety and health regulatory policy, in Mustopadidjaja's opinion, suggests that there are three essential elements in the implementation process, namely the program or policy to be implemented, the community group as a target (target group) and implementers (Mustopadidjaja, 1988). From this view, it can be explained that the workforce, when implementing company regulations, will search for problems that are the targets of the company's policy implementation process (Rusba et al., 2018).

From the results of the field findings, the workforce is aware of occupational safety and health regulations and the work environment as a policy at overcoming the problem of occupational safety protection in companies that are the target of policy implementation. The problems of occupational safety protection that are known to be the targets of the implementation of the policy include problems of knowledge of the workforce, problems of equipment and raw materials that do not meet standards in the company, problems of a work environment that is not conducive to occupational safety and health (Mokodompis, 2016).

The results of subsequent field findings also show that workers are not aware of a work environment that is not conducive to occupational safety and health, which is the main problem faced by the company. This condition causes the emergence of other problems, such as being unsafe in carrying out work activities and unhealthy in carrying out work activities. Thus, it is known that the workforce implements occupational safety and health regulations as well as the company's work environment as a policy that overcomes the problem of occupational safety protection caused by a non-conducive work environment in the company.

Furthermore, the workforce also implements objectives related to occupational safety and health regulations and the work environment. The field findings show that the workforce

knows the objectives of implementing the policy into two categories, namely specific and general objectives. The policy's specific purpose known to the workforce is to address the issue of occupational safety protection in the company. Meanwhile, the general objective of implementing the policy is to improve the social welfare of the workforce.

This knowledge of the workforce is also in line with Midgley's view that social welfare is not just about individual social functioning but also discusses a condition or condition that allows everyone to get services to improve his quality of life. In addition, knowledge of the objectives of implementing the policy also shows the efforts made by the workforce in transforming human and natural resources towards the conditions that must be met so that company policies can be implemented (Jansson, 2008).

Jansson further explained that the conditions that must be met by the company, human resources, and natural resources would be transferred into company policy. The company's policy is the goal stated in the regulations on occupational safety and health as well as the company's work environment, which is to positively prevent injury, illness, property damage, fire, explosion, and losses arising from the company's work operations. Meanwhile, the company's policy raised by the workforce is that the regulation aims to address the issue of occupational safety protection as well as to improve the development of the welfare of workers in the company (D. E. and K. R. W. Chambers, 2005; Yi & Lee, 2016).

From Di Nitto's view, it can be said that when implementing company regulations, the workforce also pays attention to other policies related to occupational safety and health regulations and the work environment (Rusba et al., 2018). In addition to knowing the objectives in implementing these regulations, the workforce also refers to other related policies. The other policies are the company's strategy for developing effective and efficient policies and job descriptions for each department in the company. By still paying attention to other related policies, the workforce can design programs that align with the company's work environment development plan and their respective duties (Di Nitto, 2013). What has been done by this workforce is also in line with Di Nitto's opinion that to translate policies into concrete actions, it is necessary to pay attention to rules, regulations, and guidelines.

The results showed that knowledge about the division of tasks was also carried out by forming an occupational safety and health committee (P2K3). by preparing manpower or human resources. Jansson argues that in implementing policies there are two variables that have a significant effect on implementation, namely human resources, and capital resources (Jansson, 2008).

Knowledge of the workforce or human resources is a condition for implementing the policy. Thus, from the results of the field findings and discussion, the knowledge of the workforce in implementing policies can be seen from the knowledge of occupational safety protection issues, knowledge of objectives, and knowledge of work safety within the company (Amponsah-Tawiah & Mensah, 2016). The following chart illustrates the transfer of human resources in occupational safety and health regulations and the work environment.

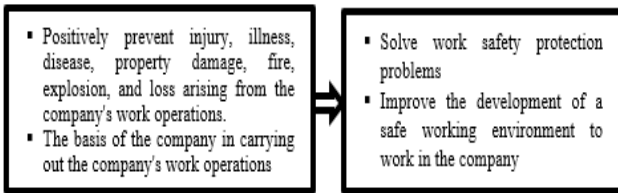


Figure 1. Transfer of human resources in occupational safety and health regulations at PT LiKaKa and PT WeMi

Source: processed from research results 2021

From the graph above, the human resources and natural resources listed in the occupational safety and health management policies and the work environment are a form of company commitment. Corporate commitment is a normative goal and needs to be translated into more operational service programs. In the implementation process, this commitment is poured into company policies by top management, in this case, the relevant departments, namely the human resources department and the occupational health and safety department. The workforce is committed to implementing the policy as an effort by the company to overcome the problem of protecting work safety management and increasing the development of a safe work environment to work (Rusba et al., 2019).

Employment assumptions regarding commitment cannot be separated from knowledge about the problems of occupational safety management protection that exist in PTLiKaKa and PTWeMi, which are the targets of policy implementation, as well as understanding policies related to occupational safety and health management policies. Knowledge of these problems is shown from the issues of occupational safety protection raised by the workforce, including the problem of protecting work safety management, equipment and raw materials that do not meet standards, and a work environment that is not conducive.

The problem of protecting work safety management arises because of an unsafe working environment in the company. This condition is understood by the workforce as a factor that encourages the emergence of occupational safety and health policies and the work environment. In addition, the commitment of the workforce is also influenced by related policies, such as the company's plan to develop effective and efficient policies and job descriptions for each department in the company. Thus, it can be seen the process of transferring from policy to commitment to the company, such as the chart of the process of transferring the policy to commitment in occupational safety and health regulations and the work environment.

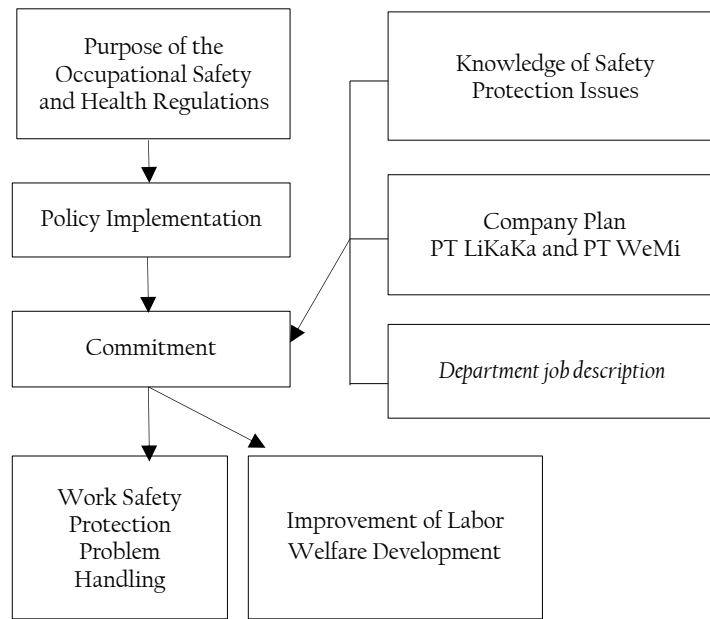


Figure 2. The knowledge transfer process becomes a commitment to the work environment safety program.

Source: processed from research results 2021

From the chart above, knowledge of occupational safety protection issues, PTLikaka and PTWeMi's company plans, and Job descriptions of the Department will build attitudes toward handling work safety protection issues, increasing workforce welfare development. The combined attitude of handling work safety protection issues and increasing the development of labor welfare can lead to behavior and commitment to improving the welfare of workers.

CONCLUSION

The conclusion from the implementation of occupational safety protection policies at PT LiKaKa and PT WeMi is that the knowledge of the workforce about the mining safety management system can be seen from the knowledge of the workforce

regarding the objectives of implementing the policy, knowledge of the workforce about the problems that are the targets of implementing the policy and knowledge of the workforce regarding mining safety management system regulations. Furthermore, there are obstacles, namely the behavior of workers who do not feel the importance of knowledge of safety systems in mining companies. For this reason, practical advice is to encourage workers' knowledge of mining safety management systems to be more in-depth.

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