

Factor Analysis Of The Implementation Of The Occupational Safety And Health Management System At The Lirboyo General Hospital, Kediri City

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ABSTRACT

The hospital is a workplace that has a risk of danger. Based on the Government Regulation of the Republic of Indonesia Number 50 of 2012 concerning the Implementation of the Occupational Safety and Health Management System (SMK3) states that SMK3 is part of the overall company management system in order to control risks related to work activities in order to create a safe, efficient and productive workplace. The Occupational Safety and Health Management System (SMK3) is part of the overall management system in order to control risks related to work activities in order to create a safe, efficient and productive workplace. The study aims to determine the factors implementing the Occupational Safety and Health Management System at the Liboyo General Hospital, Kediri City. The study aims to determine the factors implementing the Occupational Safety and Health Management System at the Liboyo General Hospital, Kediri City. The research method used is quantitative with a cross-sectional study design. The research data used primary data which was taken directly by filling out questionnaires for employees at Lirboyo General Hospital, Kediri City from August 2021 to October 2021. The sampling technique used simple random sampling with a population of 167 and a sample of 118. This study used Ordinal Regression analysis. . In this study, the results showed that there was an influence of the human resource quality factor variable on the implementation of SMK3 with a value of 0.003 and there was an influence of the law enforcement factor variable on the implementation of SMK3 with a value of 0.000. While the K3 monitoring factor variable has no influence on the implementation of SMK3 with a value of 0.486. Through the R Square table, it is known that the implementation factor of SMK3 at Lirboyo General Hospital, Kediri City, has an influence of 25.2%.

Keywords : Hospital, Implementation Factor, SMK3

INTRODUCTION

The hospital is a workplace that has a high risk of danger. According to RI Law No. 36 of 2009 concerning health, article 164 states that occupational health efforts are aimed at protecting workers so that they live healthy lives and are free from health problems and bad influences caused by work. These occupational health efforts cover workers in the formal and informal sectors, and apply to everyone other than workers who are in the workplace environment. Meanwhile, based on the Government Regulation of the Republic of Indonesia Number 50 of 2012 concerning the Implementation of the Occupational Safety and Health Management System (SMK3) states that part of the company's management system as a whole is in the context of controlling risks related to work activities in order to create a safe, efficient and productive workplace.



Working in a hospital also has many risks that must be faced, such as risks to health hazards, work accident hazards, and so on. For this reason, the application of the Occupational Safety and Health Management System (SMK3) in hospitals is important to get serious attention, this is done to avoid the risk of work accidents.

Based on the results of a preliminary interview with the Head of K3 at the Lirboyo General Hospital on September 14 2021, information was obtained that the Lirboyo General Hospital, Kediri City, already had an Occupational Safety and Health Policy. In addition, the Lirboyo General Hospital already has a K3 Committee, but its performance has not run optimally. This is because there are still improvements to documents and work guidelines, and the availability of human resources is still limited, so the K3 Committee is a combination of several units or concurrent positions, for example, apart from being the Chair of K3, he also doubles as a doctor on duty at an emergency department.

Based on this background, researchers want to conduct research on Factor Analysis of the Implementation of the Occupational Health and Safety Management System at Lirboyo General Hospital, Kediri City. It is hoped that the results of this study can be used as a viewpoint so that the factors that influence the implementation of SMK3 at Lirboyo General Hospital can be minimized so that SMK3 can be implemented and managed properly.

METHODS

The research method used by researchers is quantitative research with a cross-sectional study design where the study design has variations that can only be known for more than one case or variable to be studied and carried out at a certain time.

The population in this study were all employees of the Lirboyo General Hospital, Kediri, with a total of 167 employees. With a sample of 118 people. The sampling technique in this study used simple random sampling and used ordinal regression data analysis.

RESULT

Tabel 1. Coeficients Determinasi

Pseudo R.Square	
Nagelkerke	0,252

From the results of the coefficient of determination above, it is obtained that the Nagelkerke result is 0.252 or 25.2%, which means that the factor variables that influence the implementation of SMK3 are 25.2% while the rest are influenced by other factors not examined.

Tabel 2. Parameter Estimates

Variable	Std. Error	Wald	Sig
Kualitas SDM	0,229	4,673	0,003
Pengawasan K3	0,249	0,485	0,486
<i>Law Enforcement</i>	0,147	13,980	0,000

The results of the Parameter Estimate test above explain that the variables HR Quality and Law Enforcement are variables that have a significant influence on the implementation of SMK3 because these variables have a significance value of <0.05 or in other words reject H_0 . As for the K3 Supervision Variable, it can be said that it has no significant effect on the

implementation of SMK3 because it has a significance value of > 0.05 or in other words, Accept H_0 .

DISCUSSION

A. Factors in the Quality of Human Resources for the Implementation of the Occupational Safety and Health Management System at the Lirboyo General Hospital.

Based on the results of the analysis using the Ordinal Regression Test, it can be seen that the Human Resource Quality factor has a value of 0.031 or a p value < 0.05 , which means rejecting H_0 . So that it gives the result that there is an influence of the Quality of Human Resources factor on the Implementation of the Occupational Safety and Health Management System at Lirboyo General Hospital, Kediri City. This research is in accordance with research conducted by Edison, et al (2021) which shows the results that there is an influence between the quality of human resources on the implementation of the occupational health and safety management system at the Semarang City Health Center.

This shows that the quality of human resources needs serious attention to maintain employee compliance in implementing applicable policies and regulations. According to Cahyono & Mardikaningsih (2021) achieving the goals of a company is strongly supported by the performance of existing human resources. Good quality human resources lead to good work results. Most of the respondents, as many as 110 people (93.2%) stated that they had been placed in positions that matched their abilities, skills and education, so that they could carry out the assigned tasks properly and on time, and could operate equipment related to work in accordance with the procedures set out. has been established. Occupational health and safety is an important matter that needs to be considered in relation to the goals of the institution to be achieved, therefore an agency needs support in the form of adequate human resources, this is because human resources are active managers of other resources. So that the safety and health of employees must be considered in order to carry out their duties properly.

This means that with good quality human resources, good SMK3 implementation can also be produced. This means that with good quality human resources, good SMK3 implementation can also be produced.

B. Human K3 Monitoring Factors for the Implementation of the Occupational Safety and Health Management System at the Lirboyo General Hospital

Based on the results of the analysis using the Ordinal Regression Test, it can be seen that the K3 Supervision factor has a value of 0.486 or p value > 0.05 , which means that H_0 is accepted so that the results show that there is no significant effect of the K3 Supervision variable on the SMK3 Implementation. This is also in accordance with research by Sutomo, et al (2019) which states that the level of supervision has a less significant effect on the application of SMK3 in industry. However, the results of this study are not in accordance with research that has been conducted by Edison, et al (2021) where K3 supervision provides effectiveness and influences workers so that they are reluctant to commit violations and feel a sense of security when supervision is carried out.

This shows that K3 supervision needs to be carried out to maintain employee compliance in implementing applicable policies and regulations. If the level of supervision carried out by management is higher, it will help improve employee safety behavior and ultimately have an impact on reducing the number of work accidents due to reduced employees who behave unsafely at work (Karimah, 2017). Most of the respondents, as many as 75 people (63.6%) stated that there was supervision carried out by the hospital on the implementation of occupational safety and health in the form of using personal protective equipment in each respondent's work unit, this was supported by the Health and Safety Policy Document The work of Lirboyo General Hospital, Kediri City, which states that there is provision of personal protective equipment and work safety in each work unit, as well as supervision of the

implementation of occupational health programs in the field of prevention of work-related diseases and work-related accidents in hospitals coordinated by the field of occupational health and prevention of diseases caused by Work.

C. Human Law Enforcement Factors on the Implementation of the Occupational Safety and Health Management System at the Lirboyo General Hospital

Based on the results of the analysis using the Ordinal Regression Test, it can be seen that the law enforcement factor has a value of 0.000 or a p value <0.05 , which means that H_0 is rejected. So that it gives the result that there is the influence of law enforcement factors on the Implementation of the Occupational Safety and Health Management System at Lirboyo General Hospital, Kediri City. This is supported by Sitanggang's research (2019) which states that there is a significant relationship between law enforcement and the implementation of SMK3. This is caused by the absence of strict sanctions from management against workers who violate the policy. This shows that law enforcement needs to be implemented to maintain employee compliance in applying applicable policies and regulations.

Law enforcement against imposing sanctions is an effort that can be used to reduce violations, maintain applicable regulations and give effect to violators to minimize the occurrence of work accidents. This means that with good law enforcement, good SMK3 implementation can also be produced. In the Occupational Health and Safety Policy Document, Lirboyo General Hospital, Kediri City, does not yet have written provisions and rules regarding sanctions imposed for any violation of the occupational safety and health policy. This is in accordance with what was conveyed by the K3 Committee where sanctions are carried out verbally, such as warning workers who forget to wear personal protective equipment.

D. Factors Influencing the Implementation of the Occupational Safety and Health Management System at the Lirboyo General Hospital

From the results of the analysis using the Ordinal Regression Test, it was found that the K3 monitoring factor did not have an influence on the implementation of the occupational safety and health management system. Meanwhile, the quality of human resources and law enforcement factors influence the implementation of the occupational health and safety management system. From the results of the R Square table, it can be seen that these factors have an influence of 25.2% on the implementation of the occupational safety and health management system at Lirboyo General Hospital, Kediri City. While the rest is influenced by other factors not examined. Based on the results of research on the implementation of SMK3 at Lirboyo General Hospital, it was found that there were questions in the less category, namely periodic health checks, which means that periodic health checks have not been carried out thoroughly for every employee.

Meanwhile, K3 training is in the sufficient category, which means that K3 training has not yet been carried out for all employees. The incidence of work-related accidents and work-related diseases among employees is in the less category, which means that inspection of the work environment to prevent work-related accidents and work-related diseases is already in the good category, as well as monitoring of the work environment with existing hazards.

CONCLUSION

Based on the results of research on the Analysis of Factors Influencing the Implementation of the Occupational Safety and Health Management System at Lirboyo General Hospital, Kediri City, the following conclusions can be drawn :

1. Based on the results of the ordinal regression analysis, it shows a p value of $0.032 < 0.05$, then reject H_0 , which means that there is an influence of human resource factors on the Implementation of the Occupational Safety and Health Management System at Lirboyo General Hospital, Kediri City.

2. Based on the results of the ordinal regression, it shows a p value of $0.486 > 0.05$, so accept H_0 , which means that there is no influence between OSH Supervision on the Implementation of the Occupational Safety and Health Management System at Lirboyo General Hospital, Kediri City.

3. Based on the results of the ordinal regression analysis, it shows a p value of $0.000 < 0.05$, then reject H_0 , which means that there is an influence of law enforcement factors on the Implementation of the Occupational Safety and Health Management System at Lirboyo General Hospital, Kediri City.

4. Based on the R Square table, it can be seen that the implementation factor of the Occupational Safety and Health Management System at Lirboyo General Hospital, Kediri City, has an influence of 25.2%. While the rest is influenced by other factors not examined.

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