
Analysis of K3 Compliance Level in PT X Using Behavior-Based Safety Method

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Abstract

PT X is one of the companies engaged in transportation/freight forwarding services. Transportation Management Services, which are the concentration of PT X, are closely related to containers where this work activity risks the safety and health of work and can potentially cause hazards, ranging from the loading-unloading process shipping to storage. Therefore, a study on occupational safety and health (K3) is needed. Container shipping service companies, given several sources, focus on developing facilities and technology to improve service quality and operational efficiency. The facilities provided by container shipping service companies include complete resting places, other supporting facilities, and other supporting infrastructure. They also pay attention to price indicators appropriate to the services provided and acceptable to consumers. This research uses the BBS method (Behavior Based Safety), a proactive accident prevention effort focusing on dangerous behavior that can potentially cause accidents. In this way, BBS seeks to reduce work accidents by identifying and reducing unsafe behavior by workers and increasing awareness of potential dangers that result in incidents and accidents.

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Introduction

Ports or companies not only need to provide competent manpower or human resources in a field but also need to provide adequate port facilities to ensure fast and precise loading and unloading services. In the same way, when we talk about existing facilities in a port that specifically handle container loading and unloading activities, one of the facilities that a container port must have is a crane that allows containers to be transported from or to ships and a wide stacking field. Container Yard is a field for collecting, storing, and stacking containers, where containers containing cargo are handed over to the consignee and empty containers are picked up by the freight forwarder.

PT "X" company focuses on container transportation services in Balikpapan, East Kalimantan. Therefore, one of the efforts that can be made to reduce work accidents is to use the Behavior-based Safety method. The interview results showed that the dangerous behavior of workers causes work accidents that often occur, such as not using personal protective equipment provided by the Company and ignoring work procedures. PT "X" has implemented PPE, SOP, and training for each process to minimize work accidents. Although PT "X" continues to carry out prevention, work accidents cannot be avoided if worker behavior is still dangerous in the work environment. Unsafe actions may be the main cause of workplace accidents. According to Domino's theory, eliminating or reducing unsafe actions and behaviors is the best way to prevent accidents (Haryanti [3]). A Behavior Based Safety (BBS) approach can help reduce workplace accidents.

Behavior based safety adalah sistem yang digunakan perusahaan untuk mengubah perilaku dan sikap karyawan yang tidak aman. Menurut Straub (2005:32) dalam Saodah (2015:28), behavior based safety mendidik karyawan untuk mencari akar penyebab perilaku rawan kecelakaan. Hal ini menyadarkan kecenderungan perilaku karyawan yang menyebabkan tingginya risiko kecelakaan kerja.

Method

This activity was carried out at one of the companies in Balikpapan on April 27, 2024, and the resource person was one of the employees of PT "X." The stages in interviewing with one of the employees have been carried out regarding the availability of K3 equipment such as PPE, K3 Regulations and Procedures, K3 Training, K3 Supervision, Communication between workers, Worker Competence, and K3 improvement efforts at this Company. After that, direct observation of the activities of workers in the Company was carried out.

Results and Discussion

The results in this study are illustrated based on interviews conducted with the Company regarding several questions, namely, company commitment, K3 regulations and procedures, worker communication, worker competence, worker involvement, and unsafe action.

Overview of the Company's Commitment to the implementation of Behavior-Based Safety

Overview of the Company's commitment to implementing the behavior-based safety system at PT "X" is:

NO	Components of corporate commitment	Exist	None	Information
1	Provision of K3 equipment	Exist		There is PPE that the Company has provided to the workforce
2	K3 Training	Exist		There is regular K3 training.

3	K3 Supervision	Exist	Conduct K3 supervision on schedule
4	Dismissal policy of workers who are not by K3 regulations and procedures	Exist	There have been no layoffs.

Based on the results of observations and interviews conducted by researchers at PT "X" Balikpapan, the results of the Company's commitment picture were obtained consisting of 4 points, namely: K3 equipment components are by Law No. 1 of 1970 concerning Work Safety article 14 in point (c) and Regulation of the Minister of Manpower and Transmigration Number PER.08 / MEN / VII / 2010 concerning Personal Protective Equipment in article 2. The K3 training component is by the Decree of the Minister of Manpower and Transmigration of the Republic of Indonesia Number Kep. 261 / MEN / XI / 2004 concerning companies required to carry out job training contained in article 2. The K3 supervision component is by the Regulation of the Minister of Manpower, Transmigration, and Cooperatives of the Republic of Indonesia Number PER.03 / MEN / 1987 concerning the requirements of instructions and authorities and obligations of work safety supervisory employees in article 5. The component of the policy is the dismissal of workers who are not by the rules and procedures by the policy because they do not dismiss workers who comply with work procedures that can prevent work accidents.

Overview of K3 Regulations and Procedures in the Implementation of Behavior Based Safety

Overview of K3 Regulations and Procedures in the implementation of the behavior-based safety system at PT "X" are:

NO	Components of K3 Regulations and Procedures	Exist	None	Information
1	The importance of K3 regulations and procedures	Exist		Socialize with workers every time there is a new K3 procedure regulation
2	Consistency in the application of K3 regulations and procedures	exist		Every day, checks are carried out to carry out K3 procedures
3	Updating K3 regulations and procedures	exist		Updated K3 regulations and procedures by SOPs
4	Sanctions for violation of K3	exist		Sanction workers who

regulations and procedures	violate regulations and K3 procedure
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According to Somad (2013: 38), in his book, regulations and procedures can help workers remember important points in their work to minimize work accidents. Some of the reasons for the need for procedures based on Somad (2013: 38) in his book are:

1. Workers need guidance to do work with the correct steps to create confidence in carrying out work.
2. The information needed is quite a lot to remember.
3. Important notes are needed for safe steps to be worked out.
4. The need to isolate systems and the locations that must be isolated is sometimes not clear enough.
5. Ensure every job is done the same way.

Based on the results of observations and interviews conducted by researchers at PT "X" Balikpapan, a description of K3 regulations and procedures was obtained consisting of 5 points, namely: The important components of K3 regulations and procedures have been carried out by the Company so that regulations and procedures can help workers to be able to minimize work accidents. The consistency component of applying K3 regulations and procedures has been carried out in the Company under study by reporting if anyone violates the established K3 regulations and procedures. The Company has carried out the component of updating K3 regulations and procedures, which must remain in accordance and updated regularly and carried out by those concerned and competent in their fields. The Company has carried out the sanction component for violations of K3 regulations and procedures by sanctioning every worker who violates K3 regulations and procedures to be by the behavior-based safety program.

Overview of Worker Communication in the Implementation of Behavior Based Safety

Overview of Worker Communication in the implementation of the behavior-based safety system at PT "X" is:

NO	Components of Worker Communication	Exist	None	Information
1	Provision of K3 information	Exist		Provide information to workers directly regularly
2	Provision of work accident information.		None	Does not provide information on work accidents or reports of work accidents that have been made.
3	Communication with managerial parties.	exist		There is an office at work to communicate

			with managerial parties.
4	Communication with workers.	exist	Communication with workers regularly.

Government Regulation of the Republic of Indonesia Number 50 of 2012 concerning the implementation of the Occupational Health and Safety management system, article 13 paragraph (1) and paragraph (2) explains that information procedures must assure that K3 information and work accidents are communicated to all parties within the Company and related parties outside the Company (government). The provision of information about K3 has been carried out by PT "X" by government regulations regarding guaranteeing K3 information to workers. However, PT "X" does not publicly inform workers about work accidents.

Based on the results of observations and interviews conducted by researchers at PT "X" Balikpapan, the results of the picture of worker communication consisted of 4 points, namely: The component of providing K3 information is by Government Regulation Number 50 of 2012 concerning the implementation of the Occupational Safety and Health management system in article 13 paragraph 1. The component of providing work accident information is not by Government Regulation Number 50 of 2012 concerning implementing the Occupational Safety and Health management system, in Article 13 paragraph 2, where the Company does not notify work accident information. The communication component with managerial parties has been carried out by the Company if there is something to be reported or discussed with the manager. The communication component with workers has been carried out by the Company, namely providing direction if there are unsafe actions to workers. Workers also remind each other about hazards in the work environment and work together to prevent these hazards.

Overview of Worker Competence in the Implementation of Behavior-Based Safety

Overview of Worker Competence in the implementation of the behavior-based safety system at PT "X" is:

NO	Components of Worker Competency	Exist	None	Information
1	Worker requirements or certifications	Exist		There are special requirements to enter the Company
2	Workers' knowledge of hazard risks	Exist		Conduct socialization about the risk of hazards in the workplace.
3	Efforts to improve worker competence regarding K3	exist		There is training for workers, such as safety

The competence of workers towards Occupational Safety and Health is often assessed from the knowledge, commitment, understanding, and application of K3 regulations and procedures, as well as the application of K3 training results obtained while working in the Company. Workers with a good level of competence can reduce the risk of danger of work accidents and can help improve the competence of workers related to K3 (Davies et al., 2001 in Andi et al., 2005).

According to the Regulation of the Minister of Manpower, Transmigration, and Cooperatives of the Republic of Indonesia Number PER.03 / MEN / 1987 concerning the requirements for appointment and the authority and obligations of employees of occupational safety supervisors and occupational safety experts, article 3 explains that to be appointed as an occupational safety expert, they must meet the following requirements:

1. Has special skills
2. Have attended education by the Transkop Manpower Department
3. Know the provisions of changing laws and regulations in general and the Occupational Safety and Health field.

Based on the results of observations and interviews conducted by researchers at PT "X" Balikpapan, the results of a picture of worker competence consisting of 3 points was obtained, namely: The component of worker requirements or certification has been carried out by the Company, namely providing work by their fields. The component of workers' knowledge about hazard risks by Law of the Republic of Indonesia Number 1 of 1970 concerning occupational safety, article 9 paragraph (1) explains that the management is required to show and explain to each workforce about the conditions and hazards and what can arise in the workplace. The components of efforts to improve the competence of workers regarding K3 by the Decree of the Minister of Manpower and Transmigration of the Republic of Indonesia Number KEP.261 / MEN / XI / 2004 concerning companies are required to carry out job training in article 2.

Overview of Employee Involvement in the Implementation of Behavior Based Safety

Overview of Worker Involvement in the implementation of the behavior-based safety system at PT "X" is:

NO	Components of Worker Engagement	Exist	None	Information
1	Employee involvement in the delivery of K3 Information	Exist		Two-way communication in delivering K3 information
1	Reporting accidents or hazardous conditions	Exist		Reporting to the person concerned at work

Workers cannot carry out their work correctly / safely if they are not informed of the dangers, procedures that must be obeyed, and how to work safely in their work environment. Good information delivery should be carried out through two-way communication. The communication in question is the delivery of information about K3 from management to workers or vice versa (Somad, 2013, 89)

Based on the results of observations and interviews conducted by researchers at PT "X" Balikpapan, a picture of worker involvement consisting of 2 points was obtained, namely: The component of worker involvement in delivering information has been carried out by the Company with the delivery of information carried out two-way communication, namely the delivery of information about K3 from management to workers or vice versa. The component of reporting accidents or hazardous conditions has been carried out by PT "X," where workers can directly report it to the office located at the workplace. According to Somad (2013: 118), all workers are responsible for reporting accidents or nearmisses. Nearmiss is a condition that has the potential for injury but has not occurred injury or loss from the event.

Conclusion

PT "X" is a container shipping service company. Based on research at PT, "X" shows a better behavior-based safety approach. This is evidenced by applying 5 principles of behavior-based safety, which are mostly fulfilled. PT "X" recommends that every small or major accident be reported. This is so that workers can create occupational health safety for each other. PT "X" in Balikpapan has made quite good efforts in implementing the Behavior Based Safety (BBS) system. The Company's commitment can be seen from providing K3 equipment, training, supervision, and dismissal policies that are not by K3 regulations and procedures. In addition, the Company has also implemented K3 regulations and procedures well, including socialization, consistency in implementation, renewal, and sanction of violations. Worker communication, including providing K3 information, interaction with management, and communication between workers, also occurs regularly. Meanwhile, regarding worker competence, the Company has paid attention to worker requirements or certification, knowledge of hazard risks, and efforts to improve competence through training. Worker involvement is also seen through two-way communication in delivering K3 information and reporting accidents or dangerous conditions to those concerned at work. Thus, overall, PT "X" has shown a strong commitment to implementing BBS and actively involving workers in efforts to prevent work accidents, which will positively impact occupational safety and health in the Company.

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