



The Discipline Of Using Personal Protective Equipment (PPE) As a Form Of Implementing Occupational Health And Safety (Study On LUW In Sampit And Bagendang Ports)

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ABSTRACT

The purpose of this study was to determine discipline of using Personal Protective Equipment (PPE) and factors that can influence the increase in the discipline of using PPE in order to minimize work accidents for Loading and Unloading Workers (LUW) in Sampit and Bagendang Ports. This study uses a qualitative approach. Data collection techniques used are observation and interviews. With 15 informants as a source of research data. Data analysis techniques use Miles and Huberman's theory which consists of data reduction, data presentation, and drawing conclusions. Based on the results of interviews conducted by researchers, it can be seen that the discipline of Sampit and Bagendang Port employees is implementatively still not as expected, but in terms of some of the results obtained it still shows a pretty good indication. Where are the factors that affect discipline such as evaluating risk profiles, evaluating Occupational Health and Security (OHS) performance in the field, and evaluating the presence of Personal Protective Equipment (PPE) on a regular basis to be of more concern in the future at Sampit and Bagendang Ports.

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui kedisiplinan penggunaan Alat Pelindung Diri (APD) dan faktor-faktor yang mempengaruhi peningkatan kedisiplinan penggunaan APD guna meminimalisir kecelakaan kerja pada Pekerja Bongkar Muat (LUW) di Pelabuhan Sampit dan Bagendang. Penelitian ini menggunakan pendekatan kualitatif. Teknik pengumpulan data yang digunakan adalah observasi dan wawancara. Dengan 15 informan sebagai sumber data penelitian. Teknik analisis data menggunakan teori Miles dan Huberman yang terdiri dari reduksi data, penyajian data, dan penarikan kesimpulan. Berdasarkan hasil wawancara yang dilakukan peneliti terlihat bahwa kedisiplinan pegawai Pelabuhan Sampit dan Bagendang secara implementasi masih belum sesuai dengan yang diharapkan, namun dari beberapa hasil yang diperoleh masih menunjukkan indikasi yang cukup baik. Dimana faktor-faktor yang mempengaruhi kedisiplinan seperti evaluasi profil risiko, evaluasi kinerja Kesehatan dan Keamanan Kerja (K3) di lapangan, dan evaluasi keberadaan Alat Pelindung Diri (APD) secara berkala agar dapat lebih menjadi perhatian kedepannya di Pelabuhan Sampit dan Bagendang.



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INTRODUCTION

With two-thirds of its territory consisting of water, Indonesia is the largest archipelagic country in the world. Its strategic location makes it an important point on the world's trade route. Ports are very important for Indonesia's economy, as an archipelagic country. The importance of ports in this country ensures that goods and people can move smoothly. To encourage the equitable distribution of development results and address regional disparities, the development of ports is also necessary (Putra & Djalante, 2016). The infrastructure and service network consists of facilities and infrastructure supported by human resources and governance (Sahara & Yuliana, 2021).

The loading and unloading efforts carried out by stevedoring companies are service activities focused on the loading and unloading of goods to and from ships, which include stevedoring, cargodoring, and receiving/delivery activities. Among all the series of loading and unloading activities, the responsibility for the goods lies with the stevedoring company that has legal entity status in accordance with the Regulation of the Minister of Transportation of the Republic of Indonesia Number 152 of 2016 concerning the Organization and Management of Loading and Unloading of Goods to and from Ships. The role of loading and unloading workers (LUW) at the port is crucial because the smoothness of the loading and unloading process heavily depends on them. On the other hand, around 7,000 LUW are members of the LUW Port cooperative. In Indonesia, there are 104 primary LUW cooperatives that play a crucial role in the loading and unloading activities at the ports. According to Wiyadi (2013), loading and unloading businesses (LUB) and LUW are the most vital elements in the loading and unloading process, alongside other port elements.

In supporting the smoothness and speed of loading and unloading activities, it is essential to have discipline in the use of Personal Protective Equipment (PPE) as a form of protection for workers, which functions to isolate part or all of the body from potential hazards in the workplace (Suma'mur, 1996; Yuliani & Amalia, 2019). The obligation for PPE is regulated in Law Number 1 of 1970, which stipulates that the provision of PPE is the responsibility of the management, and workers are required to use PPE correctly and appropriately. In line with that understanding, to prevent or minimize the consequences arising from workplace accidents as mentioned above, the LUW (Dock Workers) who work in loading and unloading from and to ships, facing risks such as slipping, tripping, and/or falling objects, are required to use PPE including safety shoes, hard hats, reflective vests, regular training in container handling, conducting daily safety briefings before starting work, and providing warning signs on the ship's deck (Prihandono, 2010).

In practice, the loading and unloading activities at the Sampit and Bagendang ports still encounter conditions where the dockworkers LUW are not disciplined in using PPE. Some of the causes of this lack of discipline include a lack of personal awareness among the dockworkers and inadequate provision of PPE at the Sampit and Bagendang ports.

Table 1. Occurrence of Work Accidents at Sampit and Bagendang Ports

Year	Work Accident	MD	Total Disability	Sick	Recover	Information
2018	1	-	-	-	-	Fell and got hit by a cement sack.
2019	-	-	-	-	-	-
2020	-	-	-	-	-	-
2021	2	3	-	-	-	Fell under a fertilizer pallet (net).

Based on the explanation regarding loading and unloading activities and the importance of discipline in the use of PPE as the main tool that directly protects workers in the field, the author chose the title "Discipline in the Use of PPE as a Form of Implementing Occupational Health and Safety (Study on LUW in Sampit and Bagendang Ports)".

METHODS

Based on the issues raised by the author, this research employs a qualitative descriptive research method. According to Sugiyono (2013), the descriptive method is research that depicts, describes, or presents the state of the object being studied as it is, in accordance with the situation and conditions at the time the research is conducted. The research was conducted from August to September 2022. The research location is where the researcher works, where the researcher discovers the actual state of the object being studied to obtain valid and accurate data, which is essential for the research. In this case, the research location is situated in Sampit Port and Bagendang with 15 informants. With the data analysis technique by Huberman (2014), which includes: data reduction, data presentation, and conclusion drawing.

RESULTS AND DISCUSSION

Regarding the discipline in the use of Personal Protective Equipment (PPE) among the TKBM at the Sampit and Bagendang ports, it is still not effective and currently shows varying behaviors. Although various efforts have been made, there are still employees who neglect to use personal protective equipment while carrying out their duties or work. Therefore, the compliance and adherence of employees to discipline in using personal protective equipment (PPE) have not been implemented effectively. Discipline is a state that indicates an atmosphere of order and regularity for the people under the auspices of an organization. The statement above is supported by (Dony Prakasa, 2010; Ilahi et al., 2017; Yantika et al., 2018) that work discipline has a positive and significant impact on employee performance. In addition to work discipline, performance is also greatly determined by the extent of the work environment within an organization. Discipline is essential for improving work outcomes, as it needs to be enhanced considering that the establishment of good discipline allows for the effective implementation of Occupational Health and Safety.

Considering the importance of the implementation of Occupational Health and Safety (OHS) in the port environment, particularly at the Sampit and Bagendang ports, and based on the observations and interviews conducted by the author regarding the use of Personal Protective Equipment (PPE) at Sampit and Bagendang ports, it is deemed necessary to enhance the discipline

of the members of the LUW (Dock Workers' Labor Union). The results of this study support the research conducted by (Agung & Yudi, 2016; Ardiansyah et al., 2015; Kusuma & Muttaqin, 2019; Wijaya & Waskito, 2018) regarding the importance of discipline in the use of PPE in OHS. According to the Head of the Class III KSOP Sampit, in addition to providing direct socialization before activities at the port, it is also very important to commit together with the labor providers to implement procedures and regulations related to the use of PPE for all stevedores as a form of OHS implementation in the port environment.

Based on the results of the interviews conducted by the author, the factors influencing the discipline of using PPE by the Port Workers LUW in the Sampit and Bagendang Port areas include: 1) The existence of socialization for LUW leaders, several foremen, and LUW members as a form of refreshment regarding the importance of implementing OHS, specifically the use of PPE in the port environment; 2) The provision of PPE for all LUW members as a minimum requirement that must be used during every work activity at the port, including helmets, vests, and safety shoes; 3) The inventory of PPE by LUW management to enhance each worker's responsibility in maintaining the provided PPE; 4) A strong commitment from the labor provider, in this case, the LUW cooperative, all Stevedoring Companies (PBM), the Class III KSOP Sampit, and all agencies involved in the loading and unloading services at the port to implement the use of PPE in the port area as one of the national vital objects.

CONCLUSION

Based on the discussion results as presented in the findings and discussion, the author draws several conclusions as follows: 1) The discipline of employees at Sampit and Bagendang Ports, in practical terms, has not yet met expectations, but when viewed from several obtained results, it still shows fairly good indications. Because most employees still have the awareness to comply with and adhere to the established rules and norms, this reduces the likelihood of disciplinary violations in the use of personal protective equipment (PPE). 2) Factors that need to be considered to improve discipline in the use of PPE at the Sampit and Bagendang ports are: a) Issuing a risk profile approved by the management team, in order to address existing risks and protect workers by involving the risk management team and company management. b) Monitoring occupational health and safety (OHS) performance in the field by meeting the targets set by each company, involving all elements within the company and the P2K3 team. c) Conducting PPE inspections and evaluations on a monthly, quarterly, semi-annual, and annual basis.

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