RELATIONSHIP DISCIPLINE AND SUPERVISION WITH IMPLEMENTATION OF OCCUPATIONAL SAFETY AND HEALTH (OSH) EMPLOYEES AT PT XYZ MEDAN

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Abstract. Unsafe enterprise conditions can lead to Work Accident (CAC) and Work Disease (PAK) due to factors of employee, environmental and company behavior. Employee injury data at PT XYZ Medan which occurred in 2015 as many as 23 cases increased to 25 cases in 2016. Type of accidents experienced most traffic and pinched the machine or hit a sharp object. The purpose of this research is to know the correlation of discipline and supervision factor with the implementation of K3 employee at PT XYZ Medan. This research uses survey method with explanatory research approach. The population in the employee's study tends to be more at risk of KAK and PAK as much as 507 people and the sample size is 84 people. Data collection through questionnaires. Method of data analysis with univariate and bivariate using statistical test of multiple logistic regression at 5% significance level. The results showed that the probability value (p-value) of discipline variable 0.000 is smaller than the significance value (α) 0.05. The probability value (p-value) of the control variable is 0.000 smaller than the significance value (α) 0.05. Conclusion of research result that there is correlation of discipline and supervision with implementation of OSH employee at PT XYZ Medan. It is recommended that company leaders improve employee discipline by applying effective reprimand sanctions and increasing stricter supervision.

Keywords: Discipline factor, supervision and implementation, Occupational Safety and Health

1. Introduction

Human resources as a workforce within the company can not be separated from the problems associated with K3. Based on the ILO's data in 2013 it is known that 1 worker in the world dies every 15 seconds due to occupational accidents (KAK) and 160 workers suffering from occupational diseases (PAK). Even in 2012, the ILO recorded death rates due to CAC and PAK as much as 2 million cases each year (Ministry of Health RI, 2014). Based on the data of the Social Security Administering Agency (BPJS) in Indonesia, there were 110,285 cases and 530 peoples of which resulted in the death of workers in 2015. In
2016 decreased to 105,182 cases of which resulted in 2,382 deaths (BPJS Employment, 2016). Based on the results of OSH implementation report in 26 provinces in Indonesia in 2013 by the Directorate of Occupational Health and Sports Ministry of Health, the number of cases of PAK recorded as many as 428,844 cases (Ministry of Health RI, 2014).

The main cause of the occurrence of occupational accidents are unsafe conditions (Unsafe Condition) and unsafe actions (Unsafe Action). Unsafe conditions such as the condition of moving or sharp moving parts of the engine without shielding or slippery working conditions so that workers are at risk of slipping down or hoses running down the road can cause workers to fall or trip over. Unsafe acts such as workers' ignorance of possible dangers, incapacity / lack of skill in performing a job and not following the procedures and regulations that exist in the company (Djati, 2010).

Unsafe conditions include in the event of a lack of equipment and improper equipment, jams, malfunctioning warning systems, non-standard guarding or guarding devices, hazardous temperature conditions, exposure to noise permitted, exposed radiation, lighting and ventilation are either lacking or excessive. Unsafe action in the form of running a job without having sufficient authority and expertise, failing to create good circumstances so as to become unsafe, perform work that is not in accordance with the speed of motion, do not use self-protective equipment just pretend, using equipment which is not feasible, damage to equipment safety equipment used to protect human beings, overwork or exceed work hours at work, and lift or carry excessive loads (Santoso, 2004).

Occupational Safety and Health Act is a reflection of one's psychic in the form of active and passive activity concerning health and safety in relation to work, colleagues and work environment aimed at prevention of CAC and PAK. Errors caused by workers and due to unnatural attitudes such as being too brave, reckless, ignoring instructions, neglect, daydreaming, uncooperative, and impatient (Yustini, 2009).

All companies are trying to apply OSH rules to improve company performance and employee productivity and minimize CAK and PAK. Including PT XYZ Medan is one of the companies applying OSH, implementing Safety and Health Management System according to PP 50 Year 2012. The company produces, sells and distributes more than 10 brands in Indonesia including carbonated soft drinks, juices, isotonic drinks, bottled drinking water, and more - with over 10 packaging formats and sizes. PT XYZ Medan is committed to implementation of OSH. This is because protection and safety assurance is needed by the workforce to feel safe, comfortable, and unencumbered in completing the job. Labor conditions will try to work productively, so it is expected to increase work productivity that can support the achievement of corporate goals in building and enlarging business. In order to support the implementation of OSH by the workforce in this company, has been available personal protective equipment such as masks, hats, shoes, ear plugs, glasses, and others. There is also a special section of organizations that focuses on dealing with Occupational Health and Safety.
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Human behavior including health-related behavior according to Green (2005) theory is influenced by 3 factors: 1) predisposing factors include knowledge and attitude of society to health, education level, social / economic level and discipline; 2) enabling factors include the availability of facilities and infrastructure or health facilities for the community; and 3) reinforcing factors include attitude and behavior factors of community leaders, religious leaders, attitudes and behaviors of officers including health workers, supervision and including laws, regulations from both the central government and local governments related to health.

The results of the initial survey in PT XYZ Medan known work accident data that occurred in the period of 2015 as many as 23 cases with the details of labor in the factory 4 people (1.09%), labor outsourcing as many as 19 people (13.47%) with 6 sales person marketing details and 13 logistics distributors workforce. The data of accidents in 2016 are 25 cases with job description in factory section 9 people (2.4%), outsourcing workforce of 16 people (14.03%) with details of sales marketing 5 people and logistics distributor workforce 11 people. The type of accidents that have experienced the most traffic and pinched the machine or hit a sharp object. Results of interviews with 10 employees obtained information only 6 employees who carry out OSH in each activity while working. The implementation of OSH by employees such as using personal protective equipment and follow the rules and SOP. A total of 4 employees who did not implement OSH reasoned because the supervision is still weak that there is only advice or suggestions such as utuk use PPE while working, but the supervisor does not give sanctions or reprimands to employees who do not implementation of OSH.

Referring to the phenomenon of employee safety behavior in PT XYZ Medan which shows the tendency of increasing the number of work accidents and is associated with some relevant research results about the factors suspected to be the cause of the implementation of OSH on the employees related to health behavior both from the internal aspects of individuals such as attitudes and discipline as well as from external aspects such as environment, equipment and supervision. Although OSH functions have been enforced but if employee attitudes are unfavorable and without strict supervision and harsh sanctions against employees who violate the OSH rules, then CAG and PAK may occur at any time and will likely continue to increase. This is the basis for the selection of employee safety hazards topic for further review by establishing the title of Employee Discipline Relationship and Supervision with Occupational Safety and Health at PT XYZ Medan.

This study aimed to know the correlation of discipline and supervision factor with the implementation of Occupational Safety and Health employees at PT XYZ Medan.

2. Method

This type of research is survey with explanatory research approach intended to explain the position of the variables studied and its influence with other variables. Research location at PT XYZ Medan at November 2016 to June 2017. The population in this study is all employees
who tend to be more at risk of CAK and PAK as much as 507 people, 366 are permanent workers and 141 are outsourced. Samples were taken using Slovin formula of 84 people consisting of 61 permanent workers and 23 outsourcing workers.

Data were obtained through questionnaires and documentation studies. Univariate analysis is conducted to explain and describe all independent variables (discipline and supervision factor) and dependent variable that is implementation of OSH employee at PT XYZ Medan in the form of frequency table distribution. Bivariate analysis was performed to analyze the relationship or state of independent variables with dependent variable using chi square statistical test with 95% confidence level.

3. Result

3.1 Univariat Analysis

3.1.1 Characteristics of Respondents

The distribution of respondent characteristics by age was 31-40 years old (36.9%) and the rest were 20-30 years old (30.9%), 41-50 years old (28.6%) and aged > 50 years (3.6%). Distribution by sex, more men (84.5%) and the rest women (15.5%). Distribution according to higher education of SMA / equal (58.3%) remaining strata-1 (29.8%) and Diploma I - Diploma III (11.9%). Distribution by employment status of more permanent company employees (76.2%) and the rest of outsourcing (23.8%).

3.1.2 Respondent's Discipline

From the results of respondents' answers about the discipline, it is known that more respondents are categorized as less good discipline (59.5%) and the rest have good discipline (40.5%).

Table 1 : Distribution of Discipline Employee Factors at PT XYZ Medan

| Discipline | Amount (n) | Percentage (%) |
|------------|-----------|----------------|
| Less       | 50        | 59.5           |
| Good       | 34        | 40.5           |

Figure 1 : Distribution of Discipline Employee Factors

![Distribution of Discipline Employee Factors](image)
3.1.3. Supervision
From the results of respondents' answers about supervision, it is known that more respondents stated that supervision is categorized as less supportive (52.4%) and the rest supporting (47.6%).

**Table 2:** Distribution of OSH Supervision Factors at PT XYZ Medan

| Surveillance  | Amount (n) | Percentage (%) |
|---------------|-----------|----------------|
| Less support  | 44        | 52.4           |
| Support       | 40        | 47.6           |

![Distribution of OSH Supervision Factors](image)

3.1.4. Implementation of OSH Employee
From result of respondent answer can be known category implementation of OSH employee at PT XYZ Medan, more less good (59.5%) and good rest (40.5%).

**Table 3:** Distribution Implementation of OSH Employee at PT XYZ Medan

| Implementation of K3 | Amount (n) | Percentage (%) |
|----------------------|-----------|----------------|
| Less good            | 50        | 59.5           |
| Good                 | 34        | 40.5           |

3.2 Bivariate Analysis

3.2.1. Relationship of Discipline Factor with Employee Safety Execution at PT XYZ Medan
The results showed that from 50 respondents who have poor discipline, the implementation of OSH is mostly categorized less well (48.8%) and from 34 respondents who have good discipline, the implementation of OSH is most categorized good (29.8%). Chi Square statistical test results obtained p value 0.000 < 0.05. This means there is a correlation of discipline factors with the implementation of OSH at PT XYZ Medan.
Table 4: Distribution Relationship of Discipline Factor with Employee Safety Execution at PT XYZ Medan

| Discipline | Implementation of OSH | Amount | P-value |
|------------|-----------------------|--------|---------|
|            | Less good | Good  |        |         |
| Less good  | n     | %     | n     | %     | 0.000  |
| 41         | 48.8   | 9     | 50    | 59.5   |
| Good       | 9      | 10.7  | 34    | 40.5   |

3.2.2. Relationship of Supervision Factor with Employee Safety Execution at PT XYZ Medan

The results showed that out of 44 respondents saying OSH less supportive supervision, implementation of the most widely categorized is poor (42.9%) and of 40 respondents expressed support OSH supervision, implementation of the most widely categorized is good (31%). Chi Square statistical test results obtained p value 0.000 < 0.05. This means there is a relationship of supervisory factor with the implementation of OSH employee at PT XYZ Medan.

4. Discussion

4.1. Employee Safety Execution at PT XYZ Medan

The results showed that 59.5% of employees categorized as less good in implementing of OSH and 40.5% of employees are categorized well. This is reflected in employee behavior if finding something that is potentially hazardous to safety at work does not report to superiors or supervisors because follow-up reports are not realized immediately.

Based on the initial survey is known that most employees injured at work is part of production that is 9 (2.4%) in 2016. When employees perform OSH with discipline, then the employee will likely be able to avoid unwanted incidents such as accidents due work or illness due to work either at work or after work.

Occupational Health and Safety is an attempt to create a workplace that is safe, healthy and free from environmental pollution, so as to protect and prevent the workers from occupational accidents that could ultimately improve the efficiency and productivity of its work. Occupational accidents not only cause casualties and material losses for workers and employers, but can interrupt the production process as a whole and destroying the environment, which will ultimately have an impact on society outside (Friadyanti, 2016).

4.2. Discipline Factor Relationship with Employee Safety Execution at PT XYZ Medan

The result of the analysis revealed that the p-value of discipline factor 0.00 <0.05 means that there is a relationship of discipline factor with the implementation of OSH employee at PT XYZ Medan.

There is a relationship of discipline factor with the implementation of OSH due to ineffective implementation of sanctions in the form of reprimands prevailing in the company while working and they must use OSH means to avoid work accidents. In addition, supervision imposed by supervisors is not monitored at all times, as the management of the company has imposed a provision on the number of supervisory employees because when quantitatively compared the number of supervisors has not been covered to oversee all employees who work.

The lack of supervision by supervisors on the implementation of work may encourage workers’ negligence or non-compliance to work with caution and disobedience to the use of work tools. This should be the need for motivation and high dedication from the employee in order to have awareness in preventing accidents. Similar research has been conducted by Putra (2012).

4.3. Relationship of Supervision Factor with Employee Occupational Health at PT XYZ Medan
The result of the analysis is known that p-value of control factor \(0.00 < 0.05\) means that there is a relationship of supervisory factor with the implementation of OSH employee at PT XYZ Medan. There is a supervisory factor relationship with the implementation of OSH due to the different OSH policies of each leader. Leadership possibility is more emphasized and emphasizes factory operational costs and promotion to increase revenue (profit) company.

The results of this analysis are in line with Hendriani’s (2012) study which found that statistically controls are directly related to Occupational Safety and Health to PT Truba Jaya Engineering employees in Pangkalan Kerinci. Thus the greater the supervisory support, the better the employees carry out OSH. This is evidenced from the statement of employees who the majority stated that supervision of OSH less well implemented in support of OSH implementation.

Supervision needs to be done as a follow-up of the company’s job evaluation program. Implementation of supervision has not been supported in the implementation of OSH employee in PT XYZ Medan because evaluation program (71.4%) and monitoring (45.2%) towards OSH implementation have not done well. This is in accordance with the assessment of employees that evaluation and monitoring are not implemented due to corporate culture that has not been identified and analyzed and conducted control measures to reduce the level of occupational hazards.

5. Conclusion and Suggestion

This study showed that relationship of discipline and supervision factor with the implementation of OSH employees at PT XYZ Medan. The suggestion of this study is management of the company to improve employee discipline by applying effective reprimand sanctions specially in OSH and also improve supervision through the implementation of duties and responsibilities of each head of the work unit, especially in OSH.

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