

IMPLEMENTATION OF THE OCCUPATIONAL HEALTH AND SAFETY PROGRAM AT MSME JIE FOOD SEHAJTERA

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Abstract this study aims to determine the implementation of occupational health and safety programs in Jie Food Sejahtera MSMEs. A qualitative approach was used in this study with 4 respondents consisting of 1 business owner and 3 workers in the production department. Data were obtained through interviews, observations and literature studies. The results of the study stated that Jie Food Sejahtera MSMEs has implemented a simple occupational health and safety program. The implementation of occupational health and safety programs at production sites creates a sense of security and comfort at work so that it has an impact on increasing work productivity in employees and the performance of MSMEs can be well maintained and the achievement of predetermined goals. The availability of occupational health and safety equipment and equipment must be considered by business owners and employees need to be given regular training related to occupational health and safety programs to minimize the occurrence of work accidents, and business owners ensure that work instructions are carried out by employees.

Keywords: health, safety, work, productivity, MSME

1. INTRODUCTION

Occupational health and safety is an important part of the company because the impact of work accidents is very detrimental to employees, the company and the families of the employees affected by the accident. Employees who experience work accidents cannot work and the company must cover medical costs and hospital costs and even cover funeral costs if the employee dies as a result of a work accident. Seeing these conditions, the company is experiencing obstacles in carrying out operations at the company. To overcome these conditions, the company leadership must look for replacements for these employees. The process of recruiting new employees and providing training to new employees takes a long time so it becomes an operational burden for the company. Meanwhile, the losses felt by employees as a result of work accidents are that employees can suffer injuries, physical disabilities and death. Therefore, government policies regarding employee protection to prevent work accidents need to be adhered to and must be implemented by all companies and entrepreneurs, namely implementing occupational health and safety or K3 programs. This aims to create a comfortable and healthy workplace so as to reduce the risk of work (Hidayatullah & Tjahjawati, 2017).

Occupational health and safety is one of the maintenance programs in the company. Implementation of an occupational health and safety program for employees is very important because it aims to create a safety system and work unity involving integrated elements of management, labor, working conditions and environment in order to reduce accidents. One of the causes of work accidents is the implementation and supervision of work health and safety programs that have

not been optimal. If the occupational health and safety program is implemented well, cases of work accidents can be avoided so that a safe, comfortable, healthy working atmosphere and productivity can be achieved (Hidayatullah & Tjahjawati, 2017). In addition, the aim of implementing occupational health and safety is to maintain the health and safety of the work environment, protect co-workers, workers' families, consumers and other people who are also affected by work environment conditions (Alfian et al., 2023).

Jie Food Sejahtera is a small and medium enterprise managed individually and the product produced is banana chips. The average production produced in a month is more than five kilos and this business has been operational for more than five years. Jie Food Sejahtera certainly uses tools and machines to produce banana chips, the use of these tools and machines can cause potential dangers that threaten the health and safety of employees. This, employee caution in using these tools and machines in the banana chip production process is very necessary for the employee's work safety. Jie Food Sejahtera has implemented a simple occupational health and safety system in its production activities, such as equipping employees with personal protective equipment when frying banana chips, wearing footwear while in the production room, having fire extinguishers and providing instructions for using work tools.

The work procedures that have been implemented at Jie Food Sejahtera can reduce the number of work accidents, although in their implementation the business owner must carry out extra checks on both employees and production equipment. Work accidents are usually caused by two factors, namely employee factors and work environment factors. Based on the results of interviews with business owners, it was said that there had been employees who had work accidents due to the employee's own negligence, such as being exposed to oil when frying banana chips because the employee did not use long arms or arm protectors when frying. And once there was a fire in the production room because one of the gas cylinders leaked, the fire that occurred resulted in damage to equipment and machines in the production room so that banana chip production activities were stopped for a moment until the room was renovated. Non-compliance with existing safety standards is a significant challenge and has an impact on all aspects, especially decreasing production results and disrupting employee work productivity.

In general, work productivity is defined as how a company produces or increases the highest possible output of goods or services by utilizing data sources efficiently. According to Karen, productivity is not only seen in terms of production effectiveness and efficiency, but is also related to the mental attitude of employees who always want continuous improvement. The results of previous research conducted by Nur & Oktafia showed that the implementation of occupational safety and health programs had a positive and significant effect on employee work productivity (Asrama et al., 2021). Research conducted by Rahmawati, N., et al shows that there is a positive relationship between the implementation of the K3 program and increased work productivity of construction workers (Wulandari, 2023). Based on the description of the background of the problem, the identification of the problem in this research is how to implement the occupational health and safety program at MSME Jie Food Sejahtera?

2. LITERATURE REVIEW

2.1 Occupational Health

Occupational health is a condition in work that is healthy and safe, both for the job, the company and for the community and environment around the factory or

workplace. Occupational health is a health condition which aims to ensure that workers obtain the highest degree of health, both physical and spiritually, and socially with efforts to prevent and treat diseases or health problems caused by work, the work environment or general illnesses (Korneilis & Gunawan, 2018; Rahmawati et al., 2019). There are three indicators in measuring occupational health according to Dessler, namely the state and condition of employees, the work environment, and employee protection (Alfian et al., 2023). The aim of implementing occupational health in the work environment is to protect workers from work-related accidents and work-related diseases (Sutisna & Nugraha, 2021).

2.2 Work Safety

Prabu Mangkunegara defined work safety as a condition that is safe or safe from suffering, damage or loss in the workplace (Alfian et al., 2023). Work safety is the main means of preventing accidents, disability and death as a result of work accidents. The objectives of work safety include employees being guaranteed work safety and health, so that every piece of equipment and work equipment can be used as well as possible, so that the safety of all production results is maintained, there is a guarantee for the maintenance and improvement of employee nutrition, so that they can increase enthusiasm, harmony and work participation, avoiding health problems caused by the work environment, and so that employees feel safe and protected at work (Korneilis & Gunawan, 2018). There are three indicator factors for work safety, including work environment factors, employee factors, tool and machine factors (Dwirainingsih et al., 2022; Saputra, 2014).

2.3 Productivity

Productivity is the ratio of output (goods and services) divided by input (resources such as labor and capital) (Hidayatullah & Tjahjawati, 2017). Nawawi said that work productivity is a comparison of output with input (Dwirainingsih et al., 2022). Sedarmayanti said that work productivity is defined as how a company produces or increases the highest possible output of goods and services by utilizing resources efficiently (Asrama et al., 2021). Factors that influence employee work productivity are the work environment, communication, health and efforts to increase productivity (Fauziyah et al., 2017).

3. RESEARCH METHODS

This research design is a qualitative descriptive design used in this research. The population studied was 4 people who were informants from Jie Food Sejahtera consisting of 1 owner and 3 employees. The data analysis used is qualitative data where the data collected comes from various methods such as observation, interviews and literature studies (Misno et al., 2021; Suprianto & Mulyapradana, 2023). There are three types of analysis activities carried out by researchers, namely data reduction, data presentation and drawing conclusions (Fauzi & Pramukty, 2022). This activity will take place from October to December 2023.

4. RESULTS AND DISCUSSION

Implementing an occupational health and safety program at work locations is a program that must be implemented by all business actors and can be implemented well so that employees can carry out their work activities comfortably and safely, including Jie Food Sejahtera. The challenge faced by companies or organizations is ensuring that occupational health and safety programs at work locations run well and smoothly so that employees who work are guaranteed a sense of security, which has an impact on the work productivity provided by employees. To ensure that

this program can run properly, there needs to be planning, measurement and structure. This has been done by the owner of Jie Food Sejahtera in running his business.

Jie Food Sejahtera is a home industry business that produces banana chip products and is domiciled in Pekalongan City. Jie Food Sejahtera has been running its business for more than five years, all production activities are still carried out manually and using simple tools. The business owner employs three neighbors around the production house to be placed in the production section. The production produced in one month averages more than five kilos of banana chips and they are marketed around the Pekalongan Karisidenan area.

Based on the results of observations and interviews with informants, the banana chip production activities at Jie Food Sejahtera have implemented an occupational safety and health program, this can be seen from the production activities such as:

1. Employee Conditions

Employees are the main factor in running a business at Jie Food Sejahtera. Without employee involvement, this business cannot run well and survive to this day. Seeing the important role of employees, the owner of Jie Food Sejahtera is very concerned about this condition. Employees who work at Jie Food Sejahtera are provided with health insurance facilities, namely BPJS Health from business owners and employees who use personal protective equipment while working. BPJS Health facilities are provided to protect employees from disease and work accidents. If a work accident or illness occurs in the work environment or where they live, employees do not need to worry about seeking treatment at a referral hospital.

During working hours, all employees in the production section use appropriate and adequate personal protective equipment, such as footwear, gloves and long-sleeved shirts. And while in the production room, all employees are required to obey and read the work instructions and use of work tools. The business owner coordinates the work before carrying out the work and has created standard operating procedures that are posted on the walls of the production room to make it easier for employees to read and apply the work instructions.

2. Work Environment

To maintain the quality of production produced by Jie Food Sejahtera, business owners pay attention to a clean and healthy work environment. The layout for the production of banana chips is neatly arranged by paying attention to factors that influence the work environment, namely lighting in the workplace, temperature, humidity in the workplace, air circulation, noise, unpleasant odors, and decoration, music and security.

Lighting in the workplace is very beneficial for employees in producing banana chips because they can work smoothly so that the resulting banana chip production gets good results in terms of quality and quantity. If the lighting in Jie Food Sejahtera production room is dim, the work will be slow; many people will experience mistakes in cutting bananas, resulting in work accidents such as hands being scratched by knives, and ultimately causing less effectiveness in carrying out work so that the results of producing banana chips will not meet expectations.



Figure 1. Lighting in the Workplace

Normal temperature in the production room can trigger the human body to become stable and able to adapt to changes that occur outside the body. The normal limit for the body to adapt to changes in external body temperature is no more than 20% for hot conditions and 35% for cold conditions. To overcome the hot temperature in the production room, the business owner provides fans and makes air ventilation in each room so that the room temperature is not too hot. Hot room temperatures will have an impact on humidity in the workplace, causing a massive reduction in body heat due to the evaporation system. Another influence is the faster heart rate because blood circulation becomes more active to meet oxygen needs and the human body always tries to achieve balance between body heat and the surrounding temperature.

The noise level in the workplace is a major factor if the noise level exceeds normal limits and has an impact on reducing employee concentration levels, damaging hearing and causing errors at work. Based on the results of observations in the research object, the noise level in the banana chips production room at Jie Food Sejahtera is still categorized as good and the noise level is normal because the business location is far from crowded places, the production equipment is still manual and workers usually install radios with a low volume. Normal to listen to together in the production room to maintain work enthusiasm and work concentration.

The operational hours for producing banana chips are eight hours from 8 am to 4 pm. After the operational hours end, the workers clean the work site and tidy up the equipment and production materials so that the production site is always well maintained, neat and clean. Every 6 months, a team of supervisors from the Pekalongan City Health Service comes to Jie Food Sejahtera business premises to carry out routine checks such as sanitation, business location and basic ingredients for banana chip production. From the results of the visit, sanitation and business premises were categorized as healthy and in accordance with the criteria of the Health Service, while the ingredients for producing banana chips were categorized as healthy and safe for consumption. Apart from carrying out supervision, the Pekalongan City Health Service provides health education to employees and business owners, especially occupational health and safety programs in the production department.

The color of the walls in a business premises is a concern for business owners because color can affect employees in carrying out their work. Therefore, business owners ensure that the color in the banana chip production room does not hinder the work of employees and their production results. Based

on the results of observations and interviews with business owners, the color chosen was blue because the color blue conveys the meaning of relaxation and light so that employees working in the production room are not disturbed by the lighting and the working atmosphere is calm and peaceful.



Figure 2. Jie Food Sejahtera Production Room

3. Tool and Machine Factors

Jie Food Sejahtera is a business that operates in the field of snacks, namely banana chips. The business owner has several equipment such as a banana cutter and a frying pan which is used by employees to produce banana chips. To protect employees from work accidents, business owners create instructions for using work tools and banana chip making machines. The instructions for use aim to ensure that workers know the steps in using the tool. Apart from that, fire extinguishers are available to anticipate fires in the production room. Every three months, the business owner checks the extinguisher cylinder to ensure that the tool is functioning optimally. If damage occurs and the contents of the cylinder have run out, the business owner can replace it with a new one.



Figure 4. Apar

Every operational hour ends, all production employees take all the equipment that has been used to the storage location so that the next day there are no obstacles or loss of work tools, and once every six months all production tools and machines are maintained so that the quality of the tools and machines is maintained properly. Thereby helping produce quality production.



Figure 5. Tools and Machines

CONCLUSION

The challenge faced by business owners in implementing occupational health and safety programs is that business owners must ensure that all employees have carried out this program properly and correctly in accordance with the directions or work instructions that have been made by the business owner; in addition to that there is also a review of standard procedures. work that has been created so that there is renewal and business owners routinely provide occupational health and safety counseling and training to production employees with assistance from parties who are experts in this field to provide a feeling of comfort and safety at work for employees. Feeling comfortable and safe at work will have an impact on increasing work productivity so that production targets can be achieved as expected.

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