

IMPLEMENTATION OF OCCUPATIONAL SAFETY TRAINING FOR DOCTORS AT OHS TRAINING CENTER MEDAN

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ABSTRAK

This study aims to find out the implementation of Occupational Health and Safety (OHS) training for company doctors at OHS Training Center Medan, the obstacles in the implementation of OHS training of corporate doctors in OHS Training Center Medan and the efforts implemented on the company's OHS doctor training. This research is a qualitative descriptive research and data collection techniques including, interviews, observations, and documentation. The subjects in the study were 10 people and the data validity technique used was source triangulation. The results showed that the implementation of OHS for company doctors at The OHS Training Center Medan had been carried out; the obstacles to the implementation of OHS from the human factor such as there were still participants who did not comply with the rules. Obstacles from environmental factors were; the amount of Personal Protective Equipment had not met the needs of trainees, there had been no OHS warning in the practice room, lack of instructor supervision during practice in the field; the efforts to overcome obstacles in the implementation of OHS, such as providing socialization, the availability of personal protective equipment and work safety equipment for participants, reprimanding participants who violate the rules and imposing strict sanctions for violators of the code of conduct who commit repeated violations.

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1. INTRODUCTION

Education is one of the needs of human life for the present and the future. Education can be obtained through formal education as well as non-formal education. Formal education is a structured educational path and has levels, namely basic education, junior secondary education, upper secondary education and higher education. Non-formal education is a type of education that is not bound by levels and is structured like schools. Non-formal educations have the aim of developing abilities, skills, and interests and the talents of learners.

OHS Training Center is one of the non-formal education that has a vision and mission in improving quality, competent and ethical human resources. The goal is to organize education and training professionally and produce human resources outputs that have skills that are ready to be used for the needs of the business world and the industrial world (Kisno, Siregar, Sugara, Purba, & Purba, 2022). The success of the OHS training center in creating superior and professional graduates, of course, is supported by the existence of adequate facilities and infrastructure. The OHS training center focuses more on practical

activities and the use of practical equipment used is also in accordance with industrial needs. The risks or hazards that occur during training practices can be minimized by the implementation of occupational safety and health by training participants. Occupational Safety and Health (OHS) is very important and needs to be considered, since every worker has the right to protection for occupational safety and health at work that means work safety is a thought and effort to ensure the integrity and perfection of both physical and spiritual labor in particular, and human beings in general, the result of work and culture to lead to a just and prosperous society (Leso, Fontana, & Lavicoli, 2018).

Occupational safety is a means or effort to prevent the occurrence of unexpected work accidents caused by work negligence so as to prevent the occurrence of disability or death of workers. Occupational health is the part of health science and its practice in health maintenance in a curative, preventive, promotional, and rehabilitative manner. The community, labor and the general public are spared from work due to work, and can obtain the highest degree of health to be able to work productively (Kisno, Sherly, Dharma, Siregar, & Sugara, 2022).

Occupational health must have goals, including the maintenance of physical, mental health and social well-being of the workforce at all levels of work. The Occupational Safety and Health Implementation Program is an act of implementing organizational activities to reduce or eliminate the risk of work accidents experienced by members of the organization to achieve a healthy, safe and efficient work environment. The indicators of Occupational Safety and Health (OHS) includes (Liu & Li, 2022):

(1) Human or personal factor (personal factor)

This factor concerns with the physical or mental nature of the human being himself. Lack of knowledge and motivation in work. The human factor is one part of behavioral science, such as the attitude of workers to their work.

(2) Work or environmental factors

This factor is derived from the work environment starting from the leadership supervising the machines, as well as the tools used at the time of work. Work accidents or occupational diseases that occur in a company or agency will certainly harm many parties. To minimize the occurrence of work accidents, it is essential to understand how the work environment is and identify diseases that may occur due to the work. An accident is an unplanned event and in every event necessarily has certain causes (Sumaryanto, Daryanto, & Kisno, 2022) factors that affect Occupational Safety and Health (OHS) include: (a) Workload, (b) Working Capacity, (c) Work Environment. An unsafe work environment will cause hazards that result in work accidents or work accidents. If the working environment conditions are bad, it will

have an impact on people who are around the workplace. The types of hazards in the workplace are divided into two, namely: hazards are special and hazards are generally classified into (da Silva & Amaral, 2019; Loosemore & Malouf, 2019): (1) Special hazards are material hazards arising from workplace advice and infrastructure. For example, the state of the work environment is not safe, there is no security equipment and personal protective equipment when working, the building is unbalanced. (2) Hazards are general, that is, immaterial hazards arising from the work process, for example, work does not follow work procedures, is negligent in work, imposes work in a body condition that is not fit, and work does not meet work safety (not using personal protective equipment).

The Occupational Safety and Health Implementation Program (OHS) is one of the activities with efforts to prevent occupational accidents and occupational diseases and has a scope in the form of creating a work environment that safe, healthy, prosperous, efficient and productive. The implementation of occupational safety and health has the aim of assessing or eliminating potential hazards or risks that can result in occupational accidents and occupational diseases, inflicting possible losses (Yanar, Kosny, & Smith, Occupational health and safety vulnerability of recent immigrants and refugees, 2018; Alim, Adam, & Jafar, 2021).

The objectives of Occupational Safety and Health (OHS) are as follows (Reese, 2018): (1) every employee can guarantee occupational safety and health, both physical, social and psychological, (2) every work equipment and equipment is used as well as possible, as effectively as possible, (3) all production products are maintained safety, (4) there is a guarantee for the maintenance and improvement of the nutritional health of employees, (5) increased excitement, work harmony and work participation, (6) to avoid health problems caused by the environment or working conditions, (7) every employee feels safe and protected at work.

The implementation of Occupational Safety and Health runs smoothly and in accordance with applicable regulations, a safe, healthy, comfortable and productive work environment can be realized through systematic, planned and continuous OHS implementation (Konijn, Lay, Boot, & Smith, 2018). The aspects within the scope of Occupational Safety and Health (OHS) support each other to achieve the goals and objectives of the OHS Implementation Program are the creation of a safe, comfortable, efficient and productive work environment (Khan, Ali, De Felice, & Petrillo, 2019; Duryan, Smyth, Roberts, Rowlinson, & Sherratt, 2020). The Occupational Safety and Health Management System begins by considering the purpose of occupational safety, and the equipment used, the production process, and workplace planning (Dabbagh & Yousefi, 2019; Chatigny, 2022; Botti, Melloni, & Oliva, 2022).

Safety goals should be integral to the share of any management and supervision of work. The role of the staffing department is very important in applying the system approach to company safety.

The implementation of the Implementation of Occupational Safety and Health (OHS) should not only be an effort to prevent work accidents and occupational diseases that cost a lot of money in an institution or companies (Gao, Gonzalez, & Yiu, 2019; Rodrigues, et al., 2020). The implementation of OHS has a vision and mission far ahead, namely realizing healthy, safe, efficient and productive training participants, as well as providing protection to institutions or companies (Zhang, Shi, & Yang, 2020; Vigoroso, Caffaro, & Cavallo, 2020).

The OHS training center in the implementation of training has not had a special manager of occupational safety and health management section. However, at the beginning of the training participants, a supervisory committee has been formed which has the task of supervising the implementation of training. The results of the observations made show that socialization about OHS has indeed been carried out, but socialization is still theoretical only and does not cover all uses tools or machines to be used as well as risks or hazards that occur as a result of the work done. Lack of personal protective equipment and work safety equipment in each department. Trainees who still violate the existing rules. There is still a lack of supervision that instructors do when in the practice room. For this reason, it is necessary to conduct a research regarding the implementation of occupational safety and health in training at the OHS Training Center in Medan.

2. METHOD

This research implemented qualitative descriptive research that aims to find out how the Implementation of Occupational Safety and Health (OHS) at The OHS Training Center Medan. The subjects of this study were 1 head of administrative sub-division, 1 assessment sub-coordinator, 1 training sub-coordinator, 1 DIPA treasurer, 1 PNBP treasurer, and 5 OHS functional officials concurrently OHS trainers. The data collection used in this study was interviews, observations and documentation. This study used research instruments assisted by interview, observation and documentation guidelines. The data analysis techniques used in this study are: (1) data reduction; (2) presentation of data, and (3) drawing conclusions.

3. RESULT AND DISCUSSION

Occupational health of the work, namely, the human or personal factor (personal factor) and the actors of the work environment. One of them is the factor of the insecure attitude or action of the human being himself. Unsafe attitudes or actions arise from ignoring existing rules or work provisions.

Psychological states such as stress, lack of motivation at work can also result in work accidents. Work accidents are mostly caused by human factors (Chirico, Heponiemi, Pavlova, Zaffina, & Magnavita, 2019; Sirois & Owens, 2021). Lack of oversight of the use of personal protective equipment in practice rooms. The attitude of participants when in the training room such as entering class in an orderly manner, using personal protective equipment, using machines or tools in accordance with the Tool Use Procedure, maintaining cleanliness and being careful and not careless at work. Based on the results of monitoring and observation or observations in the field as a whole, it can be said that the implementation of training is running well.

Supervision or controlling is an effort to control The OHS Training Center Medan over the work plan that has been prepared so that it runs smoothly and in accordance with what has been planned. Supervision of Standard Operating Procedures for the machines or tools used really needs to be considered, in terms of security and safety for training participants. Personal Protective Equipment and Work Safety Equipment are one way to anticipate the occurrence of work accidents and occupational diseases (Singh, Tang, & Ogunseitani, 2020; Cook, 2020). The existence of Personal Protective Equipment and Work Safety Equipment is expected to prevent and reduce work accidents (Feldman, Meir, Shavit, Idelman, & Shavit, 2020; Dominelli, 2021). The results of observations made during the training showed that there were still some participants from each section who did not use Personal Protective Equipment and Work Safety Equipment on the grounds that the it was not sufficient for the needs of the participants. Therefore, it is necessary to increase the number of Personal Protective Equipment and Work Safety Equipment and Work Safety Equipment so that it can meet the needs of all participants. There is a need to be continuous supervision so that in the training process all participants can use personal protective equipment. The use of personal protective equipment must be in accordance with existing wearing procedures and according to needs, as OHS equipment plays an important role in protecting oneself from danger.

The existence of a work environment that supports OHS is very important to support the training process that creates a sense of comfort, health, safety and productivity (Saputra & Mahaputra, 2022; Sadeghi, Soltanmohammadlou, & Nasirzadeh, 2022). A safe and healthy environment will certainly reduce the occurrence of work accidents and avoid various types of diseases. Workspaces that are in accordance with the Work Environment Requirements are a clean work space, a work space that is sterile from dust, dirt, cigarette smoke, radiation vapors, engine vibrations and equipment that are safe from electric shock, as well as the presence of sufficient lighting, ventilation and balanced air circulation and others (Brito, Ramos, Carneiro, & Gonçalves, 2019; Reiman, Kaivo-oja,

Parviainen, Takala, & Lauraeus, 2021). The observation results show that The OHS Training Center Medan has provided a work environment that is in accordance with the safety standard of a large room, the arrangement of tools and machines that do not interfere with training activities, tools and machines that are in accordance with industry needs. The OHS Training Center Medan also provides personal protective equipment and work safety equipment in each section of their respective departments. Other facilities are dormitories, large parking spaces, canteens, mosques and sports venues. The education service of The OHS Training Center Medan related to facilities and infrastructure is still in the good category. For educational services, there needs to be improvements related to employee friendliness, material management from instructors, security guard friendliness and other services.

From the existing facilities and infrastructure, it is indeed quite complete, but maintenance and supervision are still lacking, so that the existing equipment is still insufficient in meeting training needs. The existing personal protection is still very poorly viewed with participants increasing in number from the year to year. The results of observations show that work safety devices such as fire extinguishers have been damaged, so not all practice rooms are provided with fire extinguishers.

4. CONCLUSION

In terms of OHS socialization, it has been carried out, as evidenced by the socialization that is always carried out at the beginning of entering the training before participants carry out practice. The socialization carried out is only given in the form of material about OHS only. From the discipline in obeying the rules, it shows that participants still violate the rules that have been applied. Trainees still often arrive late on the grounds that the rest hours are only short. Judging from the attitudes or actions of participants in working, it shows that participants still perform unsafe actions or attitudes such as not using personal protective equipment while working, not using tools and machines. In terms of monitoring of Standard Operating Procedures and Personal Protective Equipment has been implemented. The supervision of PPE has not been carried out, as evidenced by the absence of detailed management related to the care and maintenance at The OHS Training Center Medan. In terms of the work environment, the work environment at the OHS Training Center Medan is in accordance with the Work Environment Requirements, namely the availability of a clean, spacious, safe, comfortable training room, good air circulation, sufficient air ventilation, sufficient lighting and a fairly spacious capacity. In terms of the availability of OHS facilities and infrastructure, the OHS Training Center Medan has provided adequate facilities. The suggestion recommended is that the OHS Medan Training Center

can optimize in the implementation of OHS. The OHS Training Center Medan should in order to support the training process should increase the availability of Personal Protective Equipment and Work Safety Equipment. The OHS Medan Training Center can provide continuous supervision of the use of Personal Protective Equipment and Standard Operating Procedures so that it can be a work guide by trainees in operating the tools and machines used. The OHS Training Center Medan can improve services, especially for training participant accompanying instructors and provide strict sanctions for participants if they violate the existing rules or regulations.

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