



A participatory based public administration model to increase awareness and proactive behavior in occupational health and safety

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ABSTRACT

Labor productivity is an important part of shaping a country's economy. Of course, the health and safety of workers is an important part of this productivity. Therefore, there needs to be a step to increase awareness in reducing the impact and risk of accidents. In the view of public administration, active participation by involving the community and stakeholders can help increase awareness of workplace safety. This study aims to be able to find a public administration model that is useful for increasing awareness of work safety. Qualitative methods will be used in this study using literature studies. The results of this study then found that through active participation, decision-making on occupational health and safety can increase awareness of risks and actions that need to be taken in the work environment. This can then create proactive work safety.

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ABSTRAK

Produktivitas tenaga kerja merupakan bagian penting dalam membentuk ekonomi suatu negara. Tentunya kesehatan dan keselamatan pekerja menjadi bagian penting dari produktivitas ini. Oleh karena itu, perlu adanya langkah untuk meningkatkan kesadaran dalam mengurangi dampak dan risiko kecelakaan. Dalam pandangan administrasi publik, partisipasi aktif dengan melibatkan masyarakat dan pemangku kepentingan dapat membantu meningkatkan kesadaran akan keselamatan kerja. Penelitian ini bertujuan untuk dapat menemukan model administrasi publik yang berguna untuk meningkatkan kesadaran keselamatan kerja. Metode kualitatif akan digunakan dalam penelitian ini dengan menggunakan studi literatur. Hasil penelitian ini kemudian menemukan bahwa melalui partisipasi aktif, pengambilan keputusan tentang kesehatan dan keselamatan kerja dapat meningkatkan kesadaran akan risiko dan tindakan yang perlu dilakukan di lingkungan kerja. Ini kemudian dapat menciptakan keselamatan kerja proaktif

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INTRODUCTION

Occupational health and safety have a very important role in maintaining employee welfare and productivity in the workplace. Efforts to increase awareness and proactive

behavior related to occupational health and safety have become the main focus in reducing the risk of work accidents and injuries that can harm individuals and organizations. In the context of public administration, public participation has been recognized as an effective approach to

addressing social issues and public policies. Public participation involves the community and stakeholders in the decision-making process and policy implementation. However, the application of public participation in occupational health and safety is still limited in the context of public administration (Obrenovic et al., 2020).

Previous research has shown that public participation can contribute to raising awareness and proactive behavior in various contexts. However, research that focuses on public participation in raising awareness and proactive behavior related to occupational health and safety is still limited and needs to be deepened (Chen et al., 2020). A deeper understanding of the role of public participation in the context of occupational health and safety can provide valuable insights into developing public administration models that focus on these aspects. Through the application of a participatory-based public administration model, the participation of employees and other stakeholders can be encouraged and empowered in the decision-making process related to occupational health and safety policies, as well as in their implementation (Bouzuquenda et al., 2019).

Adopting a participatory public administration model in occupational health and safety can create a more inclusive work environment, where employees feel involved and have responsibility for their well-being and that of their co-workers. In addition, public participation can help increase collective understanding regarding risks and safety practices, thus encouraging the adoption of sustainable proactive behavior among employees (Babapour Chafi et al., 2022). To achieve these goals, it is important to understand the relationship between public participation, awareness regarding occupational health and safety, and proactive behavior. Understanding the factors that influence participation, awareness and proactive behavior will provide a solid foundation for designing effective strategies and programs to improve occupational health and safety in the workplace (Ahmed et al., 2020).

However, to realize an effective participatory public administration model in occupational health and safety, a deeper understanding of the challenges and obstacles that may arise is required. In this context, factors such as lack of available information, resistance to change, and differences in interests among stakeholders can influence the successful implementation of public participation (Ramos et al., 2020). Therefore, this study aims to bridge this knowledge gap by examining and developing a participatory-based public administration model that can increase awareness and proactive behavior related to occupational health and safety. It is hoped that this research can provide a valuable contribution to strengthening public administration practices that focus on these aspects, thus encouraging the creation of a safer and healthier work environment for employees.

LITERATURE REVIEW

Public Administration

The term 'public' merely refers to the practice of administration in a particular segment of society, namely the public sector. Public administration, therefore, is government administration and operates within the specialized field of government. It is a mechanism for the implementation of government policies. Public administration is the study of the organization and functioning of a country's government. Since it is a mechanism for implementing government

policies, its study should lead to an examination of the most efficient organization of the executive branch, its institutions, and its procedures (Criado & Gil-Garcia, 2019).

Public administration is an important system and process that involves the government in carrying out its functions. It is a web of human relations and activities involving all levels, from the government to individuals in low positions and limited power whose job it is to stay connected to natural and human resources, as well as those aspects of people's lives that are of concern to the government (Lee- Geiller & Lee, 2019). This public administration includes roles and role relationships that define the government's intentions and programs in a clear and practical manner, the means to achieve them are available both internally and externally, and the ultimate goal of this system is to make these intentions and programs a reality. Public administration also involves a planned sequence of activities, such as decision-making, planning, advising, coordination, negotiation, conciliation, mediation, orders, and data collection, which the government executes in order to fulfill its responsibilities (MacDonald et al., 2020).

Public Administration was the most visible aspect of government, according to Woodrow Wilson. Ezeani, meanwhile, asserts that public administration is the management of government activities. According to him, this includes both bureaucratic duties in managing and administering government organizations and the study of these actions. Public administration functions as a mechanism for implementing government policies to ensure stability and continuity, regardless of who is in power or during times of crisis (Young et al., 2020).

Public Administration, in Adebayo's view, is a government administration that operates in a specialized field of government as a mechanism for carrying out government policies. He believed that the study of public administration should lead to the most effective method of organizing the executive branch, its functions, and its procedures. According to him, Public Administration is the study of how the organization and operation of a country's administration are examined (Singh et al., 2021).

Akpan argues that Public Administration is a body that carries out the policies and manifestos of in-power politicians. He considered Public Administration to be the political servant. In addition, he stated that Public Administration encompasses all fields and activities associated with public policy. Consequently, it encompasses the formal procedures and activities through which the legislature exercises its authority. Public Administration also encompasses the administration of justice by the courts and the activities of military institutions (Story et al., 2023).

According to Nicholas, Public Administration is the combination of human and material resources to accomplish public policy objectives. The problem of policy implementation is one of the most pressing issues that must be addressed. This is a central concept in the study of public administration. Public Administration is also a body of knowledge aimed at comprehending the administration of government affairs (Hendren et al., 2022).

Madubum argues that Public Administration is the study of the development and maintenance of policies by government members, public institutions, and public sector employees, as well as the practice of carrying out the decisions they have been authorized to make. Public Administration is more concerned with how politicians in government and non-elected public sector employees design policies, maintain the continuity of government machinery,

and ensure that policies are carried out in practice (Gabryelczyk, 2020).

Public administration is a system of roles and role relationships that define as clearly and practically as possible, and in as much detail as possible, the intentions and programs of the government; the means available internally and externally to achieve it; where, when, and how these will be accomplished; who will benefit from these things; and, ultimately, it is a system that causes these intentions and programs to become a reality. The government carries out its responsibilities through a series of routine activities, including decision-making, planning, advising, coordinating, negotiating, mediating, arbitrating, ordering, and data collection (Schmidhuber et al., 2021).

Work Safety

Occupational safety entails the interaction between people and their work; materials, tools, and machines; the surrounding environment; and economic factors such as productivity. Work should ideally be safe, non-hazardous, and not too difficult. Productivity levels should be as high as feasible for economic reasons. Safety must commence in the planning phase and continue throughout all production phases. Therefore, work safety requirements must be confirmed prior to the commencement of work and implemented throughout the duration of the work cycle so that the outcomes can be evaluated for feedback purposes, among others (Zacharaki et al., 2020). Planning should also account for the responsibility of maintaining the health and safety of those involved in the production process. Humans and objects interact during the production procedure. (The term "object" is used in a broader sense, as conveyed by the term "human-(machine)-environment system" It includes not only work-related technical instruments, machinery, and materials, but also everything surrounding the workplace (e.g., the floor, stairs, electric current, gas, dust, atmosphere, etc.) (Baruk et al., 2020).

Three conceivable relationships in the manufacturing process demonstrate how incidents of personal injury (particularly accidents) and hazardous working conditions are the unintended consequences of the combination of people and the objective work environment for production purposes:

- a) Optimal relations exist between employees and the objective work environment. This includes employee welfare, work safety, and labor-saving techniques, in addition to the dependability of objective system components, such as machinery. This also means no defects, accidents, incidents, near misses (potential incidents), or injuries. As a result, productivity increases (Li et al., 2023).
- b) Employees and objective work environments do not mix. This may occur if the individual lacks the necessary qualifications, if the equipment or materials are inadequate, or if the operation is inadequately organized. As a consequence, workers are inadvertently overworked or underutilized. Unreliable components of the system may include the engine. This creates unsafe and hazardous conditions, with the potential for near incidents (close misses) and minor incidents, resulting in production delays and decreased output (Kaasinen et al., 2020).
- c) The connection between the worker and the objective work environment is completely severed, resulting in interference that causes damage, personal injury, or both, thereby impeding production. This connection

relates specifically to concerns about workplace safety, in the sense of preventing accidents (Savage et al., 2020).

Since the problem of accident prevention cannot be resolved in isolation, but only in relation to production and the working environment, the following accident prevention principles can be derived:

- a) Accident prevention must be incorporated into production planning in order to prevent interruptions.
- b) The primary objective is to attain the most efficient production flow feasible. This not only results in reliability and defect elimination, but also worker welfare, labor-saving techniques, and work safety (Fu et al., 2020).

The following are, but are not limited to, some of the common practices used in the workplace to accomplish occupational safety and which are necessary for uninterrupted production:

- a) Workers and supervisors should be provided with information and awareness about hazards and potential risks (eg through education).
- b) Workers must be motivated to work safely (behavior modification).
- c) Workers must be able to work safely. This can be achieved through certification procedures, training, and education.
- d) The personal work environment should be safe and healthy through the use of administrative or engineering controls, the substitution of less hazardous materials or conditions, or the use of personal protective equipment.
- e) Equipment, machines, and objects must function safely according to their intended use, with operational controls designed according to human capabilities.
- f) To limit the repercussions of accidents, incidents, and injuries, the proper emergency response must be provided (Charles Rajesh Kumar et al., 2021).

The following principles are essential for comprehending the relationship between disaster prevention and uninterrupted production:

- a) Sometimes, accident prevention is viewed as a social burden rather than a crucial aspect of disorder prevention. Because disturbance prevention is anticipated to result in an increase in production, it is a more effective motivator than accident prevention (Cools et al., 2021).
- b) The measures used to ensure uninterrupted production should include measures to ensure workplace safety. For instance, instructions on potential dangers must be an integral part of the general instructions regulating the production flow at the workplace (Jeelani & Gheisari, 2021).

METHODS

The method used in this research is a qualitative method with a literature study approach. This approach involves an analysis of relevant literature related to the role of public participation in raising awareness and proactive behavior related to occupational health and safety. Through literature study, researchers will collect various published sources, such as scientific journals, books, and related research reports. The collected data will be analyzed systematically by identifying the themes, patterns, and arguments that emerge from the literature. The qualitative literature study approach

provides flexibility for researchers to develop a more comprehensive understanding of the role of public participation in the context of occupational health and safety. By relying on relevant literature, this study will develop a strong and in-depth theoretical framework to support an understanding of the phenomenon under study (Sari et al., 2022).

RESULT AND DISCUSSION

Participation in Public Administration and Occupational Health and Safety

The role of participation in raising awareness and proactive behavior in occupational health and safety is very important in the context of public administration. Public participation can make a significant contribution to increasing collective understanding of risks and safety practices, thus encouraging the adoption of sustainable proactive behavior among employees. By involving employees and other stakeholders in decision-making regarding occupational health and safety policies, public participation can create a more inclusive work environment, where employees feel involved and have a responsibility for their well-being and that of their co-workers. Public participation can also increase individual awareness regarding occupational health and safety. Through the participatory process, individuals can obtain more comprehensive information about the risks and safety practices that apply to their work environment. This can change their perception of the importance of occupational health and safety, and encourage them to adopt proactive behavior that is more responsible for the safety of themselves and others.

Public participation can provide wider access to information and resources related to occupational health and safety. By involving employees and stakeholders in the decision-making process, they can have better access to up-to-date information, training, and expert advice related to occupational health and safety. This will strengthen their capacity to make informed decisions and improve the quality of proactive actions taken in the context of occupational health and safety. Furthermore, public participation can influence the culture of occupational safety and health in the workplace. By involving employees and stakeholders in decision-making processes related to occupational health and safety policies and practices, public participation can create an environment in which occupational safety and health is a value that is highly valued. This will establish an organizational culture that is proactive in implementing good safety practices and prioritizing employee well-being.

In addition to the important role of participation in raising awareness and proactive behavior, it is also important to consider the forms of participation that can be implemented in public administration related to occupational health and safety. One form of participation that is relevant is participation in decision-making related to occupational health and safety policies and programs. Involving employees and other stakeholders in this process will allow them to contribute, provide input, and feel responsible for the successful implementation of these policies and programs. In decision-making, public participation can also take the form of monitoring and evaluation processes related to occupational health and safety. Involving employees and other stakeholders in

monitoring and evaluation will enable them to identify emerging issues, provide feedback, and contribute to continuous improvement regarding occupational health and safety in the work environment.

Another form of public participation is the formation of committees or working groups related to occupational health and safety. These committees or working groups can serve as a forum for employees and other stakeholders to collaborate, share experiences, and develop initiatives focused on improving occupational health and safety. Thus, public participation through committees or working groups can improve coordination and collaboration between various parties involved in occupational health and safety efforts. Public participation can also be realized through training and education programs related to occupational health and safety. In this regard, employees and other stakeholders can be actively involved in training and education aimed at increasing their understanding of risks and safety practices that apply in the work environment. Participation in this training and education program will provide an opportunity to share knowledge, skills, and experiences related to occupational health and safety.

Public participation can take the form of involving employees and stakeholders in the preparation of policies and guidelines related to occupational health and safety. In this process, they can provide valuable input and perspectives, so that the resulting policies and guidelines are more accurate, relevant, and can be applied properly in the work environment. Finally, public participation can emerge through the development and implementation of reward and incentive programs related to occupational health and safety. These programs can be designed to encourage and reward employees who show proactive behavior in maintaining occupational health and safety. Through participation in these programs, employees can feel motivated to adopt more responsible and proactive behavior regarding occupational health and safety.

Level of Awareness in Occupational Health and Safety

The level of awareness in occupational health and safety plays a very important role in encouraging proactive practices regarding health and safety in the workplace. Individual awareness of the risks and actions that must be taken to protect themselves and their co-workers can influence their attitudes toward overall occupational health and safety. Therefore, it is important to understand the importance of awareness in promoting proactive occupational health and safety practices. The factors that affect the level of individual awareness regarding occupational health and safety are very diverse. One of the main factors is education and training. Individuals who have received adequate education and training in occupational health and safety tend to have a higher level of awareness. Through education and training, individuals are introduced to basic concepts such as risk identification, safety practices, and an understanding of the importance of complying with work safety regulations.

In addition, the experience factor also plays an important role in the level of individual awareness. Individuals who have experienced or witnessed an accident or incident related to occupational health and safety tend to have a higher level of awareness. Personal experience or experience through observation can enhance an individual's understanding of the adverse consequences that can result from non-compliance with safety practices. Furthermore, cultural and work environment factors also contribute to an

individual's level of awareness. A strong safety culture in the workplace, where safety and health are considered a top priority, can create an environment in which individuals feel compelled to increase their health and safety awareness. In addition, factors of a safe and healthy work environment, such as proper organization, proper equipment, and applied precautions, can help increase individual awareness regarding occupational health and safety.

Then, effective communication also plays a role in increasing individual awareness. Clear, timely, and easy-to-understand information about risks, safety practices, and policies related to occupational health and safety can help individuals better understand the actions to be taken and the consequences. Open communication, both from superiors and co-workers, can also influence individual awareness regarding occupational health and safety. In addition to the factors already mentioned, individual personality factors can also affect the level of awareness regarding occupational health and safety. Some individuals may have a higher level of intrinsic awareness, which encourages them to be more proactive in paying attention to health and safety aspects in the workplace. Meanwhile, other individuals may need additional motivation or incentives to develop greater awareness regarding occupational health and safety.

Several factors influence the level of individual awareness regarding occupational health and safety. Education and training, experience, work culture and environment, effective communication, and individual personality factors all play a role in shaping individual awareness and encouraging proactive health and safety practices. Organizations need to pay attention to these factors and adopt a holistic approach to raising individual awareness regarding occupational health and safety in the workplace.

Proactive Behavior in Occupational Health and Safety

Proactive behavior in occupational health and safety has an important meaning in creating a safe and healthy work environment. Proactive behavior refers to attitudes and actions that are active in identifying, preventing, and addressing risks and promoting health and safety in the workplace. With proactive behavior, individuals are not only reactive to situations or changes but also actively contribute to improving occupational health and safety conditions. Therefore, it is important to understand the importance of proactive behavior in creating a safe and healthy work environment. Several factors influence individual proactive behavior related to occupational health and safety. First, individual personality factors can play an important role. Individuals with leadership traits, high self-motivation, independence, and an orientation towards proactive action tend to exhibit proactive behavior in occupational health and safety. They have the initiative to seek information, identify risks, and take preventive steps to protect themselves and their colleagues.

Furthermore, work environment factors can also influence individual proactive behavior. A work environment that supports and encourages participation, collaboration, and joint problem-solving tends to facilitate proactive behavior regarding occupational health and safety. Having a strong safety culture, open communication, and an incentive system that motivates proactive behavior can also contribute to proactive behavior in the workplace. In addition, education and training factors have an important role in influencing individual proactive behavior. Through adequate education and training, individuals are given the necessary

knowledge and skills to recognize risks, apply safety practices, and behave proactively in occupational health and safety. Ongoing education and training can also help increase individual awareness of the importance of proactive action in maintaining health and safety in the workplace.

Then, motivational and incentive factors also affect individual proactive behavior. Incentive programs, recognition and rewards are given to individuals who demonstrate proactive behavior can increase individual motivation to behave proactively in occupational health and safety. Conversely, factors such as lack of support or rewards for proactive behavior can inhibit individuals from exhibiting these behaviors. Organizational factors also play a role in influencing individual proactive behavior. Policies, procedures, and organizational structures that support participation, collaboration, and individual responsibility in occupational health and safety can encourage proactive behavior. For example, having an incident reporting mechanism, open communication between management and employees, as well as training and development programs can increase individual motivation to behave proactively.

It can be said that proactive behavior in occupational health and safety has an important meaning in creating a safe and healthy work environment. Individual personality factors, work environment, education and training, motivation and incentives, as well as organizational factors can influence individual proactive behavior. Increasing proactive behavior through a holistic approach will help improve overall occupational safety and health.

The Relationship between Participation, Awareness, and Proactive Behavior in the Context of Occupational Health And Safety

The relationship between participation, awareness, and proactive behavior in the context of occupational health and safety is closely related. There is a positive correlation between participation, awareness, and proactive behavior in creating a safe and healthy work environment. When individuals actively participate in occupational health and safety efforts, they tend to have a higher level of awareness of the risks and actions that must be taken. In their results, they are also more likely to exhibit proactive behavior to prevent accidents and promote health in the workplace. Participation plays an important role in influencing the level of awareness and proactive behavior of individuals related to occupational health and safety. Through participation, individuals are involved in making decisions regarding safety policies, procedures, and practices. In this process, they have access to relevant information and can influence the decisions they make. This participation creates a higher awareness of the risks and actions that need to be taken to maintain health and safety.

In addition, participation provides individuals with the opportunity to share their experiences, knowledge, and views. Through interaction and collaboration with colleagues and other relevant parties, individual awareness and understanding of safety practices can be expanded. Discussion and exchange of information in the context of participation can also trigger critical thinking and reflection on their behavior. As a result, individuals are more likely to demonstrate proactive behavior in maintaining health and safety at work. Active participation also influences individual proactive behavior through feelings of belonging and responsibility. When individuals feel they own their work environment and feel a sense of responsibility for the health and safety of their co-workers, they are more likely to take

proactive action. Participation allows them to contribute to creating a safe and healthy work environment, which in turn influences their proactive behavior.

Furthermore, participation can provide a social boost in raising awareness and proactive behavior. Through participation, individuals can interact with colleagues who have a high level of awareness and proactive behavior. They can draw inspiration, motivation, and support from these co-workers, which influences their behavior. This positive encouragement and influence can help raise awareness and encourage proactive behavior in occupational health and safety. In this context, organizations need to encourage active participation and provide a platform that facilitates collaboration, discussion, and exchange of information related to occupational health and safety. By involving individuals in decision-making and building an inclusive, participatory culture, organizations can increase awareness levels and develop better proactive behavior in the workplace.

It can be concluded that there is a correlation between participation, awareness, and proactive behavior in occupational health and safety. Participation plays an important role in influencing the level of individual awareness of risks and the actions that need to be taken. Through participation, individuals can gain knowledge, experience, and a broader understanding of workplace safety practices. Participation can also influence individual proactive behavior through feelings of belonging and responsibility, social encouragement, and positive influence from co-workers. By encouraging active participation and creating a supportive work environment, organizations can raise awareness and promote proactive behavior that contributes to better occupational health and safety.

Model of Participation-Based Public Administration

The Participatory-Based Public Administration Model in the context of occupational health and safety involves the active participation of individuals in decision-making regarding occupational safety policies, procedures, and practices. This model creates an environment where individuals have an active role in creating a safe and healthy work environment through their contribution to decision-making related to occupational health and safety. Individual participation in this model involves sharing their experiences, knowledge, and views regarding occupational health and safety. Structured and inclusive participation mechanisms enable individuals to contribute to decision-making processes that affect safety practices in their work environment.

In addition, the participation-based public administration model also encourages the formation of an organizational culture that supports awareness and proactive behavior related to occupational health and safety. An inclusive and participatory culture allows individuals to feel valued and have an important role in maintaining occupational health and safety. In this model, individual participation is not only considered an individual responsibility but also a shared responsibility to create a safe and healthy work environment. Overall, the Participatory Public Administration Model in occupational health and safety encourages the active participation of individuals in decision-making related to occupational safety and creates an organizational culture that supports awareness and proactive behavior. By involving individuals directly in the decision-making process and appropriately rewarding their participation, this model has the potential to increase

individual awareness and proactive behavior and contribute to the overall improvement of occupational health and safety.

Implications of the Participatory-Based Public Administration Model in the Context of Occupational Health and Safety

The implications of implementing a participatory-based public administration model in the context of occupational health and safety have significant benefits in increasing individual awareness and proactive behavior related to these aspects. In a participatory public administration model, the active participation of individuals in making decisions related to work safety policies, procedures, and practices provides ongoing benefits in efforts to increase awareness and proactive behavior. First, through participation, individuals have access to relevant information, which helps increase their awareness of risks and the actions that need to be taken. Thus, they can recognize the importance of maintaining occupational health and safety, and implement proactive measures to reduce risks and prevent accidents.

In addition, the application of a participatory-based public administration model also encourages the formation of an organizational culture that supports awareness and proactive behavior related to occupational health and safety. In this model, individuals are empowered to share their experiences, knowledge, and views. This creates a broader collective awareness and shared understanding of safety practices. With an inclusive and participatory culture, individuals feel valued and have an active role in creating a safe and healthy work environment. As a result, individual awareness and proactive behavior increase, thereby reducing the risk of accidents and promoting overall occupational health and safety.

However, the implementation of a participatory public administration model also faces certain challenges in the context of occupational health and safety. One of the main challenges is the resistance or distrust of some individuals towards change or participation. Some individuals may feel they do not have sufficient knowledge or skills to participate actively. In addition, personal interests or differences in individual perceptions and values can also be obstacles in implementing a participatory-based public administration model.

To address these challenges, an effective implementation strategy needs to be considered. First, adequate education and training should be provided to individuals to enhance their understanding and skills regarding occupational health and safety. By increasing individual knowledge, they will feel more confident and ready to participate actively. In addition, it is important to create open and transparent communication between management and employees. Effective communication will help overcome mistrust and build the trust necessary for active participation.

Furthermore, it is important to ensure that there is a clear and structured mechanism to integrate participation in decisions related to occupational health and safety. This can be done through the establishment of working groups or committees representing various stakeholders, including employees, management, and relevant experts. By involving various perspectives and experiences, the decisions taken will be more comprehensive and reflect the interests of all parties. Rewarding and recognizing individual participation and contributions is also important to maintain their motivation and engagement. By providing appropriate

rewards, individuals feel valued and motivated to continue to participate actively.

CONCLUSION

The participatory-based public administration model offers an effective approach to increasing individual awareness and proactive behavior. Active participation of individuals in making decisions related to occupational health and safety provides significant benefits in increasing awareness of risks and actions that need to be taken. Through participation, individuals gain broader knowledge and understanding, which encourages the formation of proactive behavior in creating a safe and healthy work environment. The importance of awareness in promoting proactive occupational health and safety practices has also been discussed. Individual awareness of risks and the importance of maintaining occupational health and safety is a key factor in motivating proactive behavior. Factors such as education, experience, and organizational support influence an individual's level of awareness regarding occupational health and safety. The challenges faced include resistance to change and individual distrust of participation. However, with the right strategy, such as adequate education and training, transparent communication, and recognition of individual participation, the implementation of this model can be successful. The implications of implementing this model include increased awareness and proactive behavior regarding occupational health and safety, which in turn contributes to a safer and healthier work environment.

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