

INTISARI

Latar Belakang: Sektor pertambangan memiliki berbagai risiko yang dapat berkontribusi dalam penyebaran Covid-19 seperti area kerja dengan ventilasi terbatas dan mobilitas pekerja yang tinggi. Pemerintah Indonesia telah melakukan beberapa upaya untuk mencegah penyebaran Covid-19, salah satunya adalah dengan penerapan peraturan dan protokol kesehatan sebagai upaya mitigasi kasus Covid-19 di tempat kerja. Kepatuhan pekerja merupakan salah satu faktor penentu dalam keberhasilan implementasi penerapan protokol kesehatan di tempat kerja.

Tujuan: Menganalisis faktor determinan kepatuhan pekerja dalam penerapan protokol pencegahan dan pengendalian Covid-19 di PT. X.

Metode: Penelitian ini merupakan penelitian kuantitatif dengan desain *cross-sectional*. Pengumpulan data dilakukan dengan kuesioner dengan pemilihan responden menggunakan *simple random sampling*. Data dianalisis menggunakan analisis bivariat dengan uji *Spearman's rho* dan analisis multivariat dengan uji regresi logistik berganda ($p < 0.05$).

Hasil: Dari 185 responden, 91,4% memiliki kepatuhan yang tinggi dalam penerapan protokol kesehatan di tempat kerja. Analisis bivariat menunjukkan ada hubungan antara pengetahuan ($p = 0,002$), sikap ($p = 0,003$), dukungan perusahaan ($p < 0,001$), dan riwayat vaksin ($p = 0,012$) terhadap tingkat kepatuhan pekerja. Hasil analisis multivariat menunjukkan bahwa dukungan perusahaan merupakan faktor yang paling dominan mempengaruhi kepatuhan pekerja.

Kesimpulan: Terdapat hubungan antara tingkat pengetahuan, sikap, dukungan perusahaan, dan riwayat vaksin terhadap tingkat kepatuhan pekerja dalam penerapan protokol kesehatan di lingkungan kerja PT. X.

Kata Kunci: Kepatuhan, Pengetahuan, Sikap, Persepsi Dukungan Perusahaan, Covid-19

ABSTRACT

Background: Mining sector has various risks that can contribute to the spread of Covid-19 such as work areas with limited ventilation and high worker's mobility due to roster system. The Indonesian government has made several efforts to prevent the spread of Covid-19, one of them is by implementing health regulations and protocols as an effort to deal with Covid-19 cases in workplace. Worker's compliance is one of the determining factors in the successful implementation in the workplace.

Purpose of Study: Analyzing the determinant factors of worker compliance in implementing the Covid-19 protocol in the workplace.

Research Methods: This research is a quantitative study with a cross-sectional design. Data collection was carried out using a questionnaire with the selection of respondents using simple random sampling. Data were analyzed using bivariate analysis with Spearman's rho test and multivariate analysis with multiple logistic regression tests ($p < 0.05$).

Results: Of the 185 respondents, 91.4% had high adherence to implementing health protocols at work. Bivariate analysis showed that there was a relationship between knowledge ($p = 0.002$), attitude ($p = 0.003$), perceived organizational support ($p < 0.001$), and Covid-19 vaccine history ($p = 0.012$) toward worker compliance in implementing health protocol. The results of the multivariate analysis show that perceived organizational support is the most dominant factor affecting worker's compliance.

Conclusions: There is an association between knowledge, attitudes, perceived organizational support, and vaccines toward worker's compliance in implementing health protocols in the work environment of PT. X.

Keywords: Compliance, Knowledge, Attitudes, Perceived Organizational Support, Vaccines, Covid-19