

IMPLEMENTASI KESELAMATAN DAN KESEHATAN KERJA BAGI PEKERJA OUTSOURCING DI PT. PUPUK KALIMANTAN TIMUR

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INTISARI

Penelitian ini bertujuan untuk mengetahui mengenai penerapan prosedur keselamatan dan kesehatan kerja bagi pekerja *outsourcing* yang bekerja di PT. Pupuk Kalimantan Timur serta untuk mengetahui mengenai kendala dalam penerapan keselamatan dan kesehatan Kerja di PT. Pupuk Kalimantan Timur.

Penelitian ini merupakan penelitian hukum normatif empiris dengan bahan penelitian berupa data primer dan data sekunder. Penelitian ini didasarkan pada penelitian kepustakaan dengan memanfaatkan sumber perpustakaan untuk memperoleh data sekunder dan penelitian lapangan dengan melakukan wawancara terhadap responden untuk memperoleh data primer. Data yang diperoleh kemudian disusun menggunakan analisis deskriptif kualitatif.

Berdasarkan hasil penelitian dan pembahasan maka diperoleh dua kesimpulan. Pertama, Penerapan keselamatan dan kesehatan kerja di PT. Pupuk Kaltim secara keseluruhan telah sesuai dengan ketentuan peraturan perundang-undangan yang berlaku Kesesuaian tersebut meliputi pemberian alat pelindung diri (APD), Pemeriksaan Kesehatan, Rambu Keselamatan Kerja, dan Pencegahan dan Penanggulangan Kebakaran pada Tempat Kerja. Kedua, kendala perlindungan hukum Keselamatan dan Kesehatan Kerja Pekerja *Outsourcing* di PT. Pupuk Kaltim meliputi kurangnya kesadaran hukum pekerja mengenai K3 dan kurangnya pengawasan terhadap pelaksanaan K3.

Kata Kunci: *Outsourcing*, K3, Pekerja

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***IMPLEMENTATION OF OCCUPATIONAL SAFETY AND
HEALTH FOR OUTSOURCED WORKERS AT PT.
PUPUK KALIMANTAN TIMUR***

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ABSTRACT

This research aims to find out about the application of occupational safety and health procedures for outsourced workers who work at PT Pupuk Kalimantan Timur and to find out about the obstacles in the application of occupational safety and health at PT Pupuk Kalimantan Timur.

This research is an empirical normative legal research with research materials in the form of primary data and secondary data. This research is based on library research by utilizing library sources to obtain secondary data and field research by conducting interviews with respondents to obtain primary data. The data obtained is then compiled using qualitative descriptive analysis.

Based on the results of research and discussion, two conclusions are obtained. First, the implementation of occupational safety and health at PT Pupuk Kaltim as a whole has been in accordance with the provisions of the applicable laws and regulations. The suitability includes the provision of personal protective equipment (PPE), Health Checks, Occupational Safety Signs, and Fire Prevention and Management in the Workplace. Second, obstacles to the legal protection of the Occupational Safety and Health of Outsourced Workers at PT Pupuk Kaltim include the lack of legal awareness of workers regarding OHS and the lack of supervision of the implementation of OHS.

Keywords: *Outsourcing, OHS, Workers*

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