

INTISARI

Latar Belakang: Pengaplikasian keselamatan dan kesehatan kerja sangat penting diterapkan karena keselamatan dan kesehatan kerja merupakan faktor dan kondisi penting dalam mempengaruhi keselamatan dan kesehatan pekerja serta orang lain yang berada ditempat kerja yang dimana buruknya pengaplikasian kesehatan dan keselamatan kerja terjadi disebabkan oleh buruknya budaya keselamatan dan kesehatan kerja khususnya pada sektor pertambangan dengan potensi bahaya yang dapat terjadi khususnya saat melakukan perawatan coal handling facility yang tersebar luas di pertambangan.

Tujuan: Mengevaluasi pelaksanaan system budaya K3 di industri pertambangan batubara PT. X.

Metode: Penelitian ini merupakan penelitian kualitatif dengan pendekatan studi kasus. Penelitian ini dilakukan pada satuan kerja perawatan CHF dan ATU (Coal Handling Facility dan Alat Tambang Utama) PT. X selama bulan Juli 2023. Subjek penelitian ini adalah Senior Vice President Perawatan CHF dan Alat Tambang Utama, Vice President Perencanaan Perawatan CHF dan Alat Tambang Utama, Assistant Vice President, Assistant Manager, Supervisor dipilih sebagai top management internal serta pihak satuan kerja K3 sebagai sumber eksternal, serta pekerja yang berada di perawatan CHF dan Alat Tambang Utama seperti pekerja fungsional, mekanik dan elektrisian. Pengumpulan data dilakukan dengan wawancara mendalam, observasi dan telaah dokumen.

Hasil: Budaya K3 dilakukan oleh semua pekerja dimulai dari tingkat pekerja sampai manajemen puncak di satuan kerja perawatan CHF dan ATU dimulai dari adanya penerapan yang dilakukan perusahaan, top management maupun pekerja dalam komitmen, kepemimpinan, tanggungjawab, informasi, partisipas aktif, kompetensi dan pembelajaran perusahaan, meskipun masih terdapat kekurangan dalam penerapannya. Proses kerja berdasarkan peraturan Golden Rules berjalan dengan baik pelaksanaan oleh perusahaan, namun masih terdapat beberapa kekurangan yang dimana dikeluhkan oleh pekerja saat berada di area kerja.

Kesimpulan: penerapan praktik keselamatan yang ada di PT.X telah dilembagaan dengan banyak atribut reminder berbasis tulisan dan aturan yang ada tetapi penting dilakukan system pengawasan yang berasal dari organisasi pekerja.

Kata Kunci: Budaya Keselamatan, industri pertambangan batubara, Golden Rules, Evaluasi.

ABSTRACT

Background: The implementation of occupational health and safety is crucial as it significantly influences the safety and health of workers and others in the workplace. Poor implementation of health and safety practices often stems from inadequate safety culture, particularly in the mining sector, where potential hazards are prevalent, especially during maintenance activities in the widely dispersed coal handling facility.

Objective: To evaluate the implementation of the occupational health and safety culture system in the coal mining industry at PT. X.

Method: This study adopts a qualitative approach with a case study design, focusing on the maintenance unit of the Coal Handling Facility and Primary Mining Equipment (CHF and ATU) at PT. X during July 2023. Subjects include Senior Vice President of CHF and Primary Mining Equipment Maintenance, Vice President of CHF and Primary Mining Equipment Maintenance Planning, Assistant Vice President, Assistant Manager, Supervisor chosen as internal top management, K3 work unit as external source, and workers in CHF and Primary Mining Equipment maintenance such as functional workers, mechanics, and electricians. Data collection involves in-depth interviews, observations, and document reviews.

Results: The safety culture is embraced by all workers, from the employees to the top management in the CHF and ATU maintenance unit. This involves the commitment, leadership, responsibility, information, involvement, competence, and organizational learning within the company, although there are still shortcomings in its implementation. The work processes based on the Golden Rules regulation are well-implemented by the company, but some deficiencies have been noted by workers in the workplace.

Conclusion: The safety practices at PT. X have been institutionalized with various written reminders and existing rules. However, there is a need for a supervisory system originating from the workers' organization.

Keywords: Safety Culture, coal mining industry, Golden Rules, Evaluation.