

PROGRAM STUDI MAGISTER TERAPAN KESELAMATAN DAN KESEHATAN KERJA (S-2) SEKOLAH VOKASI UNIVERSITAS GADJAH MADA

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EVALUASI PERILAKU BEKERJA DI KETINGGIAN DAN BEKERJA DENGAN ENERGI PANAS DARI HASIL PELATIHAN BERBASIS KOMPETENSI BERDASARKAN MODEL KIRKPATRICK DI DIVISI PENGOLAHAN PT XYZ

xv + 176 halaman + 19 tabel + 13 gambar + 7 lampiran

ABSTRAK

Pekerjaan berisiko tinggi seperti bekerja di ketinggian (*Working at Height/ WAH*) dan bekerja dengan energi panas (*Hot Work Permit/ HWP*) merupakan aktivitas kritical di Divisi Pengolahan PT XYZ yang memiliki kontribusi signifikan terhadap potensi kecelakaan kerja. Perusahaan telah menerapkan *Competency Based Training (CBT)* untuk memastikan pekerja memiliki kompetensi teknis dan perilaku yang sesuai standar keselamatan. Namun, evaluasi pelatihan selama ini lebih berfokus pada Level 1 (reaksi) dan Level 2 (pembelajaran), sehingga dampak pelatihan terhadap perilaku kerja (Level 3 Model Kirkpatrick) belum terukur secara komprehensif.

Penelitian ini bertujuan untuk mengevaluasi perilaku pekerja pasca pelatihan CBT pada pekerjaan WAH dan HWP, mengidentifikasi faktor-faktor yang memengaruhi perilaku, serta menilai efektivitas aspek pelatihan dan aspek pendukung lainnya. Penelitian menggunakan pendekatan *mixed methods* melalui kuesioner, observasi lapangan, dan wawancara pengawas. Analisis data dilakukan dengan statistik deskriptif, korelasi, regresi logistik dan linear, serta analisis tematik. Hasil penelitian menunjukkan bahwa pelatihan memberikan peningkatan pengetahuan, namun perilaku di lapangan belum sepenuhnya konsisten.

Pada pekerjaan HWP, ketidaksesuaian masih ditemukan pada penggunaan APD tahan panas, kepatuhan izin kerja panas, dan kesiapan alat pemadam. Pada pekerjaan WAH, ketidakpatuhan terlihat pada penggunaan sistem perlindungan jatuh, dan pengamanan lubang terbuka. Analisis statistik menunjukkan bahwa aspek pelatihan signifikan positif pada penerapan APD pada pekerjaan HWP dan penerapan sistem perlindungan jatuh pada pekerjaan WAH. Selain itu, analisis statistik menunjukkan perilaku aman dipengaruhi oleh kombinasi faktor, yaitu efektivitas pelatihan, pengawasan, kepatuhan SOP, dan faktor pribadi. Wawancara pengawas menegaskan bahwa dukungan atasan, ketersediaan fasilitas keselamatan, dan budaya K3 sangat menentukan keberhasilan transfer pelatihan.

Kata kunci: pelatihan berbasis kompetensi, perilaku kerja, keselamatan kerja, evaluasi pelatihan, Model Kirkpatrick

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PROGRAM (S-2) VOCATIONAL COLLEGE, UNIVERSITAS GADJAH
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**EVALUATION OF WORKING AT HEIGHT AND HOT WORK ACTIVITY
FROM COMPETENCY BASED TRAINING RESULTS BASED ON THE
KIRKPATRICK MODEL IN THE PROCESSING DIVISION OF PT XYZ**
xv + 176 pages + 19 tables + 13 figures + 7 appendices

ABSTRACT

High-risk activities such as Working at Height (WAH) and Hot Work Permit (HWP) are critical operations within the Processing Division of PT XYZ and contribute significantly to potential workplace accidents. To ensure workers possess the required technical and behavioral competencies, the company has implemented Competency Based Training (CBT). However, previous evaluations have focused mainly on Level 1 (reaction) and Level 2 (learning), leaving the impact of training on actual work behavior Level 3 of the Kirkpatrick Model insufficiently assessed.

This study aims to evaluate worker behavior after following CBT for WAH and HWP tasks, identify factors influencing behavioral outcomes, and assess the effectiveness of training components and supporting aspects. A mixed methods approach was used, combining questionnaires, field observations, and supervisor interviews. Data were analyzed using descriptive statistics, correlation tests, logistic and linear regression, and thematic analysis. The findings show that although training improved workers' knowledge, behavioral implementation in the field remained inconsistent.

In HWP activities, non compliance was observed in the use of heat resistant PPE, adherence to hot work permits, and readiness of fire protection equipment. In WAH activities, non compliance occurred in the use of fall protection systems and safeguarding of open holes. Statistical analysis indicated that training effectiveness significantly influenced PPE use in HWP tasks and fall protection practices in WAH tasks. Overall, safe behavior was shaped by a combination of training effectiveness, supervision, SOP compliance, and personal factors. Supervisor interviews further highlighted the importance of managerial support, availability of safety facilities, and a strong safety culture in ensuring successful transfer of training.

Keywords: competency based training, work behavior, occupational safety, training evaluation, Kirkpatrick Model