

KEPATUHAN PEKERJA INDUSTRI KAYU LAPIS TERHADAP PROSEDUR KERJA DAN K3 PEREKATAN DI PT KAYU LAPIS INDONESIA, KABUPATEN KENDAL, JAWA TENGAH

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INTISARI

PT Kayu Lapis Indonesia sebagai salah satu industri kayu lapis terbesar di Indonesia telah memiliki Prosedur Kerja yang harus ditaati oleh setiap pekerja guna menjaga kualitas kayu lapis yang dihasilkan. Penelitian ini bertujuan untuk mengetahui pemahaman pekerja terhadap Prosedur Kerja, tingkat kepatuhan pekerja terhadap Prosedur Kerja bagian perekatan, hubungan kesalahan kerja dengan kepatuhan pekerja terhadap Prosedur Kerja, serta implementasi Keselamatan dan Kesehatan Kerja (K3) dan tingkat kepatuhan pekerja industri kayu lapis terhadap Penggunaan Alat Pelindung Diri (APD).

Metode dalam penelitian ini adalah deskriptif kualitatif dan kuantitatif. Tingkat kepatuhan pekerja diukur dengan menggunakan skala *Guttman*. Uji kontingensi (*Chi-Square*) dilakukan untuk mengetahui hubungan kesalahan kerja dengan kepatuhan pekerja terhadap Prosedur Kerja. Pengambilan data dilakukan dengan metode *purposive sampling* terhadap 40 orang responden.

Hasil penelitian menunjukkan bahwa pemahaman pekerja terhadap Prosedur Kerja tergolong baik karena dilakukan sosialisasi berkelanjutan. Rata-rata tingkat kepatuhan pekerja bagian *glue mixer*, *glue spreader*, *cold press*, dan *hot press* yaitu 97,91% pada *shift* I dan 88,34% pada *shift* II. Kondisi lingkungan kerja cukup baik, pengetahuan pekerja perekatan terhadap K3 baik, dan rata-rata tingkat kepatuhan pekerja perekatan terhadap penggunaan APD sebesar 73,44% pada *shift* I dan 81,6% pada *shift* II, serta kecelakaan kerja tergolong rendah. Berdasarkan hasil Uji Kontingensi, kesalahan kerja berpengaruh signifikan terhadap kepatuhan pekerja pada Prosedur Kerja.

Kata kunci: Kepatuhan, Prosedur Kerja, Keselamatan dan Kesehatan Kerja (K3), perekatan, kayu lapis

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**THE COMPLIANCE OF PLYWOOD INDUSTRIAL EMPLOYEES
TOWARDS ASSEMBLING WORK PROCEDURE AND
OCCUPATIONAL HEALTH AND SAFETY IN
PT KAYU LAPIS INDONESIA, KENDAL REGENCY, CENTRAL JAVA**

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ABSTRACT

PT Kayu Lapis Indonesia as one of the largest plywood industries in Indonesia has a Work Procedure that must be obeyed by every employee to maintain the quality of the plywood produced. This study aims to determine the understanding of employees towards Work Procedure, the level of employee's compliance towards assembling Work Procedure, the relation between work errors and employee's compliance towards Work Procedure, and the implementation of Occupational Safety and Health (OH&S) along with the compliance level of plywood industrial employees towards the use of Personal Protective Equipment (PPE).

The method in this study is qualitative descriptive and quantitative. The level of employee compliance is measured using The Guttman Scale. Contingency Test (Chi-Square) is done to find out the relationship between work errors and employee compliance towards Work Procedure. Data collection was obtained by purposive sampling method on 40 respondents.

The results of the study indicate that the understanding of employees towards Work Procedure is classified as good because of continuously socialization. The average level of employee compliance in glue mixer, glue spreader, cold press, and hot press is 97,91% in the first shift and 88,34% in the second shift. The working environment is quite good, the knowledge of employees in assembling towards OH&S is good, and the average level of employees in assembling towards the use of PPE is 73,44% in the first shift and 81,6% in the second shift, and the work accidents are low. Based on the results of the Contingency Test, work errors have a significant effect towards employee compliance to Work Procedure.

Keywords : Compliance, Work Procedure, Occupational Health and Safety (OH&S), assembling, plywood

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