

ABSTRAK

ANALISIS EFEKTIVITAS PENERAPAN SISTEM MANAJEMEN KESELAMATAN DAN KESEHATAN KERJA PADA PT ADHI KARYA (PERSERO) TBK.

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Penelitian ini bertujuan untuk menganalisis efektivitas penerapan sistem manajemen kesehatan dan keselamatan kerja (SMK3) yang dilakukan di PT Adhi Karya (Persero) Tbk. berdasarkan *Occupational Health and Safety Assesment Series (OHSAS)* dan Peraturan Pemerintah No.50 tahun 2012, terhadap peningkatan kinerja perusahaan, serta memberikan masukan perbaikan atas kelemahan pelaksanaan. Diharapkan sistem manajemen keselamatan dan kesehatan kerja pada PT Adhi Karya (Persero) Tbk. dapat berjalan dengan efektif. Pendekatan yang digunakan dalam penelitian ini ialah kualitatif, dengan penentuan sample menggunakan teknik *convenience sample* yaitu sampel yang dipilih didasarkan pada ketersediaan elemen dan kemudahan untuk mendapatkannya. Sampel diambil/terpilih karena sampel tersebut ada pada tempat dan waktu yang tepat. Untuk itu, dipilahlah tujuh orang narasumber yang dapat mewakili dari tingkat manajemen puncak sampai dengan petugas K3 di tingkat proyek. Data penelitian ini dikumpulkan melalui teknik wawancara mendalam (*in depth interview*), survei observasional, inspeksi dokumen, konfirmasi, dan dokumentasi. Setelah data terkumpul, dilakukan analisis, dan selanjutnya ditarik kesimpulan untuk menjawab pertanyaan penelitian. Hasil penelitian menunjukkan bahwa penerapan sistem manajemen kesehatan dan keselamatan kerja (SMK3) di PT Adhi Karya (Persero) Tbk., sudah efektif. Peningkatan kepedulian (*awareness*) perlu dilakukan untuk peningkatan budaya K3 dan keberlanjutan dari proses bisnis perusahaan sehingga didapat *sustainable competitive advantage*.

Kata kunci: Sistem Manajemen Kesehatan dan Keselamatan Kerja (SMK3), Efektivitas Penerapan SMK3, *OHSAS 18001:2007*, PP no. 50 tahun 2012, *Sustainable Competitive Advantage*

***THE ANALYSIS OF THE EFFECTIVENESS OF HEALTH AND SAFETY
MANAGEMENT SYSTEM AT PT ADHI KARYA (PERSERO) TBK.***

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This study aims to analyze the effectiveness of the implementation of the occupational health and safety management system (SMK3) conducted at PT Adhi Karya (Persero) Tbk. based on the Occupational Health and Safety Assessment Series (OHSAS) and Government Regulation No. 50 of 2012, on improving company performance, as well as providing input on improvements to implementation weaknesses. It is expected that the occupational safety and health management system at PT Adhi Karya (Persero) Tbk. can run effectively. The approach used in this study is qualitative, with the consideration of the sample using convenience sampling technique, selecting data collection units simply because of their ready availability. Samples are taken / selected because the sample is in the right place and time. Seven informants were chosen who could represent from the top management level to the K3 officers at the project level. The data of this study were collected through in-depth interviews, observational surveys, document inspection, confirmation, and documentation. After the data were collected, an analysis was conducted, and conclusions were then drawn to answer the research questions. The results of the study indicate that the implementation of the occupational health and safety management system (SMK3) at PT Adhi Karya (Persero) Tbk. has been effective. The awareness needs to be increased to improve the OSH culture and the sustainability of the company's business processes so as to obtain sustainable competitive advantage.

Keywords: *effectiveness of the implementation of the occupational health and safety management system (SMK3), OHSAS 18001:2007, PP no. 50 tahun 2012, Sustainable Competitive Advantage*