

**PENERAPAN *JOB SAFETY ANALYSIS* DAN PENILAIAN RISIKO PADA
PROSES PRODUKSI TEH HITAM DI PABRIK TEH WONOSARI
PT PERKEBUNAN NUSANTARA XII, MALANG, JAWA TIMUR**

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ABSTRAK

Penerapan Keselamatan dan Kesehatan Kerja (K3) di lingkungan kerja merupakan cara untuk memanifestasikan lingkungan kerja yang sehat, aman, dan nyaman bagi tenaga pekerja. Analisis penerapan K3 perlu dilakukan karena lingkungan produksi Teh Hitam Pabrik Teh Wonosari masih mempunyai kekurangan yang berpotensi menyebabkan kecelakaan dan penyakit akibat pekerjaan yang dilakukan. Analisis tersebut dilakukan berdasarkan observasi langsung di pabrik, dan diketahui sekitar 75 persen dari jumlah tenaga kerja di area produksi Teh Hitam masih belum menerapkan standar keselamatan dan kesehatan kerja yang layak. Jumlah ini diperoleh dari banyaknya tenaga kerja yang kurang disiplin dalam memakai alat pelindung diri dengan lengkap dan tepat. Selain itu, pekerja yang lalai menerapkan standar keselamatan dan kesehatan kerja dalam pekerjaannya dapat mengakibatkan terjadinya kecelakaan kerja. Tujuan studi kasus yaitu mengetahui potensi bahaya yang terdapat pada proses produksi, sehingga dapat dilakukan upaya pengendalian untuk meningkatkan keamanan bekerja dengan menggunakan Job Safety Analysis. Metode pengumpulan data dilakukan melalui tahapan wawancara, observasi, serta dokumentasi. Berdasarkan hasil studi kasus pada 6 tahapan proses produksi, terdapat 28 potensi bahaya yang pernah atau mungkin terjadi. Hasil matriks penilaian risiko menunjukkan bahwa 8 pekerjaan pada proses produksi Teh Hitam memiliki potensi bahaya tinggi, yaitu nyeri pada otot pinggang, kebisingan, heat stress, tangan terjepit, gangguan pernapasan, kepala terbentur mesin, iritasi mata, serta pegal linu. Rekomendasi pengendalian risiko yang dapat dilakukan dengan hierarki pengendalian, yaitu rekayasa, administrasi, dan APD. Pengendalian dengan eliminasi dan substitusi tidak disarankan karena tidak memungkinkan untuk menghilangkan sumber bahaya ataupun mengganti material, mesin, dan peralatan.

Kata kunci : hierarki pengendalian risiko, job safety analysis, K3, penilaian risiko

**IMPLEMENTATION OF JOB SAFETY ANALYSIS AND RISK ASSESSMENT ON
BLACK TEA PRODUCTION PROCESS IN WONOSARI TEA FACTORY
PT PERKEBUNAN NUSANTARA XII, MALANG, JAWA TIMUR**

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ABSTRACT

The implementation of Occupational Health and Safety (K3) in the workplace was an effort to create a comfortable, safe, and healthy working environment for workers. Analysis of the implementation of occupational safety and health needed to be done because the production environment of Black Tea Wonosari Tea Factory still had shortcomings which potentially could cause accidents and diseases due to the work carried out. The analysis was conducted based on direct observations at the factory where about 75 percent of the total workforce in the Black Tea production area still did not comply with occupational safety and health standard properly. This number based on the total workers who did not use personal protective equipment completely and appropriately. Furthermore, workers who failed to implement occupational safety and health standard at work can result in accidents. The purpose of the case study was to know the potential dangers in the production process, so that control efforts could be made to improve the work safety by using Job Safety Analysis. Data collection methods were conducted by interviewing, observing, and documenting. Based on the research results on 6 stages of the production process, there were 28 potential hazards that had been or may occur. The results of the risk assessment matrix showed that 8 jobs in the production process of Black Tea had a high potential danger, e.g., pain in the lumbar muscles, noise, heat stress, crushed hands, respiratory disorders, head injured by the machine, eye irritation, and aching pains. Risk control recommendations that could be done with the control hierarchy were engineering, administration, and PPE. Control with elimination and substitution were not recommended as they were not possible to eliminate the source of danger or replace materials, machines, and equipment.

Keywords : *hierarchy of control, job safety analysis, K3, risk assessment*