

Building a K3 Culture in Realizing Zero Accident & Zero Environmental Complaint

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Abstract

PT PLN (Persero) is one of the State-Owned Enterprises engaged in the Electricity sector. Work in the electricity sector is a high-risk job, if there is negligence in its management it can result in enormous losses for the company. Moreover, if it causes casualties, it will cause a human tragedy for the families left behind and have a negative impact on the company's performance and image.

As stipulated in Law No. 30 of 2009 Article 44 paragraphs 1 and 2 that every electricity business must comply with electricity safety provisions, which aim to create conditions that are reliable and safe for installations, safe from harm to humans and other living things and eco-friendly.

Concern for the safety of the life of the workforce encourages the company to build an K3 culture to realize zero accidents and zero environmental excellence so that it has an impact on increasing system reliability and quality of customer service. Habits in cultivating a K3 culture start from oneself, namely starting from the heart, thoughts, and actions and starting from the leadership to all workers, both employees and work partners.

To realize the habit of implementing K3 culture (Occupational Safety and Health), PT PLN (Persero) Berau carries out activities including: Establishing K3 Policy, Occupational Safety and Health Planning, K3 Plan Implementation, K3 Performance Monitoring and Evaluation, K3 Performance Review and Improvement . In its implementation, this activity focuses on 3 main elements, namely: Increasing HR Risk

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Awareness and HSE competence (Occupational Health and Environmental Safety), Implementation of K3 Management Systems, K3L Infrastructure Improvement.

Keywords: Performance, Corporate Image, Zero Accident, Zero Environmental Excellence

INTRODUCTION

Law Number 30 of 2009 Article 44 paragraphs 1 and 2, that every electricity business must comply with electricity safety provisions, which aims to create the following conditions:

- a. Reliable and safe for installation
- b. Safe from harm to humans and other living things
- c. Environmentally friendly

However, unsafe work behavior (unsafe actions), non-standard work practices, and unsafe conditions in the workplace are still common, which has the potential to cause work accidents and work-related illnesses, general public accidents, damage to / fire power installations and environmental pollution. Occupational safety and health (K3) is an attempt to ensure as much as possible the safety and health of workers so that workers can feel safe and comfortable working in their place (Sylva Flora NT et al., 2023). The cause is not optimal HSE performance at PT PLN (Persero) Berau Customer Service Implementation Unit, both from the assessment of HSE and Security maturity levels, as well as the performance of the K3 Management System. Every workplace has a risk of work accidents. The magnitude of the risk that occurs depends on the type of workplace, technology and control efforts undertaken (Wahyuni et al., 2018). The occurrence of work accidents resulted in enormous losses to the company, the company's image became bad, the company's performance (value) decreased. Especially if it causes casualties, it will cause a human tragedy for the families left behind.

With the application of OSH culture, the benefits to be achieved are realizing A3 conditions (Safe-Andal-Krab) and a consistent and sustainable OSH culture, increasing individual risk awareness, understanding and applying OSH values in work and life every day, building an OHS culture in realizing zero incidents and zero environmental complaints to increase system reliability and customer service quality, preventing losses to the company, such as fines in the event of negligence in electricity safety in accordance with Law Number 30 of 2009 Chapter XV Article 50 paragraph 2 and 3, as well as

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reduction of Performance Indicators for Electricity Safety (K2) and Environment (LH) Compliance Values.

The application of the K3 culture is carried out by giving employees an understanding that work safety is a shared responsibility, especially for top management, all fields must contribute to controlling operational hazard risks, not being the responsibility of the K3L department alone. K3L aspects must be integrated into the entire plant lifecycle. From planning/engineering, procurement, construction, operation to maintenance. There must always be HSE activities in carrying out daily work so that accidents at work, installation, general & environmental pollution do not occur. Mandatory implementation It is also necessary to establish a reward mechanism for work units and personnel who consistently implement HSE values in the company. Implementation of the K3 program apart from protecting against work accidents and preventing large losses for business will also increase employee productivity at work (Pipid Ari Wibowo et al., 2022). The results indicate that both intrinsic motivators, ie attitudes, values, and influence, as well as contextual factors such as motivational management, occupational culture, and workplace resources, influence compliance in systematic occupational safety and health management and participation in occupational safety and health improvements , which in turn affects workplace outcomes regarding safety and health. The positive relationship found between an implemented and functioning systematic occupational safety and health management and employee motivation for occupational safety and health improvements indicates the importance of employee involvement and participation. Understanding the motivational factors for occupational safety and health improvements from an employee perspective is an important step to create healthy and sustainable workplaces (Asa Bergman Bruhn et al., 2023)

METHOD

This research uses a literature review or literature study with a qualitative descriptive research type. A qualitative descriptive research method is a type, design, or research design that is commonly used to examine natural research objects or in real conditions and not set like in experiments. Descriptive itself means that the results of the research will be described as clearly as possible based on the research that has been carried out without drawing any conclusions based on the results of the research (Gamal Thabroni; 2022). This type of qualitative descriptive research is a research method that utilizes qualitative data and is described descriptively. This type of qualitative descriptive

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research is used to analyze events, phenomena, or situations socially (Anugerah Ayu Sendari; 2021).

Data collection techniques in this study were interviews and observations, where stakeholders acted as informants. This research explores the understanding and awareness of top management and workers regarding the importance of OSH in carrying out their daily work. The results of this data collection are called primary data, namely data obtained directly.

RESULTS AND DISCUSSION

Occupational Safety and Health (K3) is very important for companies that have a high risk of work accidents, especially companies related to construction work. Because if no action is taken to implement the Occupational Safety and Health Management System (SMK3) it will cause problems with several aspects such as humanity, economy, environment and law (M. Bagja Kurnia; 2020). The reasons why the OSH culture has not been consistently implemented in companies are because the monitoring and evaluation process is not optimal, there are no rewards for those who are consistent in applying the OSH culture and punishment is not carried out for those who violate it, the commitment and role of leadership (safety leadership) is still lacking, risk awareness and competence Human resources are not optimal, the implementation of K3L is not supported by K3L infrastructure. Occupational Health and Safety Culture is a result of the values, perceptions, concerns, competencies, and behavioral patterns of individuals and groups that show commitment, methods and abilities as a result of an Occupational Safety and Health management of an organization (Supriyadi; 2015). Occupational Health and Safety Culture reflects the level of work safety of an employee when no one is supervising. The application of Occupational Health and Safety culture is a combination of attitudes, beliefs, norms and perceptions of certain organizations related to the occupational health and safety climate, as well as practical healthy and safe behavior (Subhan & Widodo; 2018). Indonesia is currently in the process of developing and formulating the 2019-2024 National Occupational Safety and Health (K3) Program.

K3 Policy Determination

To increase understanding and awareness, it is necessary to have commitment and policies from top management so that the objectives are achieved, namely by establishing tiered commitments and policies starting from the Board of Directors level to

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the General Manager level. "Through the transformation program, we specifically enforce how the K3 culture can be implemented in a disciplined and comprehensive manner from the top down to the units below. We continue to emphasize awareness, discipline and qualified capacity of each PLN individual to maintain security and safety. For himself, for his environment, and in every task." As a state-owned electricity company in Indonesia, PLN is committed not only to providing reliable but also safe electricity. Risk mitigation steps as well as preventive actions are always carried out by the company so that the company's operations run well (Darmawan Prasadjo; 2023). So important is this application for companies, said Muhammad Fahrur Rozi (2022), companies can be sued by workers and will get sanctions if the company does not implement the Occupational Safety and Health Management System (SMK3) properly and correctly. Key elements appear to be that safety intervention are :

- *Goal oriented (eg toward improving occupational safety).*
- *Systematic and intentional (eg programs, targeted activities).*
- *An approach which is aimed at changing routine(s) or any other aspect of work possessing a status quo, ie how work is normally done(Jakko Van Kampen et al.,;2023).*

K3 planning

A culture of caring about risk and improving HSE competence is important. Risk has always been an important focus, evaluated periodically, and its impact on the entity's objectives is measured. Starting from employees, executives, stakeholders, to regulators, they must understand that risk is an important factor that needs to be considered in every action and decision-making. Through Government Regulation Number 50 of 2012, the government stipulates the implementation of the Occupational Safety and Health Management System (SMK3), which is a government policy that must be implemented by companies in an effort to reduce the number of work accidents and work-related diseases. Implementation of SMK3 based on ISO 45001: 2018 applies the PDCA (Plan, Do, Check and Action) pattern with the following description:

- *plans* :establish objectives, programs and processes needed to deliver results in accordance with organizational policies.
- *Do*:carry out the process as planned.
- *check*:monitor and measure activities and processes related to policies and objectives and report the results.

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- *act* .take action to continuously improve OSH performance to achieve the goals set (Andri Yoshana et al., 2022)

To support the improvement of the implementation of the K3 culture, it is necessary to improve the K3L infrastructure. The infrastructure referred to includes completeness of environmental documents, conditions for waste water and B3 waste management, fulfillment of the need for Personal Protective Equipment (PPE) and emergency response equipment, fire protection systems, and greening programs. Indonesia has recognized the right to the environment since Law Number 4 of 1982 concerning Basic Provisions for Environmental Management, which was strengthened in subsequent amendments to environmental laws. Environmental laws in Indonesia have recognized the importance of everyone to have rights and to get a good and healthy environment (Nani Indrawati; 2022).

Environmental conditions are getting worse every year. More and more people do not care about the environment, so that environmental destruction occurs everywhere. Much damage to the environment is caused by human activities including illegal logging and dumping of garbage. Attention to the environment needs to be done early on so that awareness of environmental protection can be raised to reduce the negative impact of the environment (Feri Fahmi Al Gadri et al., 2022). Fulfillment of Personal Protective Equipment (PPE) in the workplace is very important to note. The habit of not using personal protective equipment while working can increase the risk of accidents or occupational diseases (Yuantari & Nadia; 2018).

Application of K3

In implementing the K3 culture, it begins with carrying out worker health checks that aim to determine the health condition of workers and detect early on the possibility of work influences that need to be controlled with prevention efforts. Occupational diseases are still the cause of high mortality rates. The physical environment will always be faced by workers so that the risk of exposure will be even higher. Physical environmental hazards can cause work-related illnesses and cause serious harm to both workers and companies (Purnaning Wahyu Prabarini et al., 2022). Decreased work productivity can be caused by work-related illnesses / illness complaints that arise during work, lack of knowledge and awareness about the importance of using personal protective equipment (PPE) and not adopting a good ergonomic position while working (Ika Setyawati & Sherly Usman; 2022). Emergency response simulations also need to be

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carried out to provide training to workers in dealing with emergency situations, which includes how to rescue and evacuate victims, fulfill basic needs to restore infrastructure. All aspects of work certainly require aspects of K3, one of which is K3 which is in an office building. An office building is a building that functions as a place for people to carry out office activities. Office buildings that have been relatively safe, are actually faced with various risks of emergency situations such as fire, earthquake, flood and others. Most of the owners, managers and occupants of office buildings consider this potential hazard small, because their activities are only offices, so planning and preparation for dealing with emergencies is relatively neglected. Another condition is, if an emergency occurs, all occupants of an office building experience panic and cannot respond quickly because they do not understand what to do (Nikhen HA, Moch. Sahri; 2022).

K3 Monitoring and Evaluation

To find out whether the implementation of K3 has been implemented properly, it is necessary to carry out monitoring and evaluation which aims to monitor the implementation of K3 in the company. Evaluation according to Poerwadhar Minta (2014) means assessment or assessment. According to Suharsimi and Cepi (2010: 2) evaluation is an activity to collect information for further information is used to determine the right alternative in making a decision. And periodic evaluation is needed so that you can make a good decision. So it can be concluded that evaluation is an activity to collect information data, where the data will later be used to determine the right alternative for an assessment to determine the results of an appropriate decision (Andi Wiguna, Putri Anggi Permata, Donny Ariawan; 2020). Monitoring and evaluation is carried out by verifying the K3L maturity level, inspections, K3 inspections and SMK3 internal audits. Inspections conducted at the company's branch offices are carried out by employees of the Safety, Health, and Environment (SHE) division who are at the head office. Inspections are held with the aim of identifying potential hazards in the enterprise. The inspection schedule is carried out suddenly without prior notification to the head of the branch. After the inspection is carried out, the head office SHE will send the results of the inspection review, along with recommendations for follow-up on the potential hazards contained in the form (M. Fadhil et al., 2022). The occupational safety and health management system (SMK3) is part of the company's management system in order to control risks related to work activities in order to create a safe, efficient and productive workplace. For companies that



have a large workforce and have the potential to cause work accidents, they are required to apply SMK3 (Muhlis Ismail et al., 2022).

CONCLUSION

With consistent and continuous implementation of the K3 culture, safe and reliable conditions will be created. Worker become more aware of the risks and hazards of the work to be performed. It is of course assist PLN in complying with Law no. 1 of 1970 concerning Work Safety, Law no. 30 of 2009 concerning Electricity and Law no. 32 of 2009 concerning Environmental Protection & Management. K3L not only helps prevent accidents (zero accidents) and environmental pollution (zero environmental compliance), but also assists companies in managing business processes properly and superiorly so that they have an impact on increasing system reliability and quality of customer service. Working fast is an orientation but being fast is not enough, why hurry if you are not safe in the end. Performance can be sought but whose life is willing to replace.

Suggestion

1. So that the K3L program can be implemented consistently and continuously, especially in the Berau Area PLN and its Units so that it becomes an OHS culture that has benefits, besides being able to minimize work accidents and environmental pollution it will also have an impact on company performance both in terms of increasing system reliability and quality of customer service.
2. So that this K3L program can continue to be developed and can inspire PLN personnel in cultivating K3 in their respective units.

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