

# Analisis Faktor-Faktor Kerentanan K3 yang Berhubungan Terhadap Keselamatan di Tempat Kerja Pada PT X Semasa Pandemi COVID-19 = Analysis of OHS Vulnerability Factors Related to Workplace Safety at PT X During the COVID-19 Pandemic

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## Abstrak

PT X Unit Citeureup merupakan pabrik industri manufaktur semen terbesar di dunia. Proses industri di dalamnya melibatkan berbagai proses, bahan, serta pekerjaan berbahaya. Sehingga dengan demikian proses kerja di dalamnya banyak menyebabkan risiko keselamatan dan kesehatan kerja. Selain itu, pada saat ini PT X Unit Citeureup juga menghadapi tantangan pandemi COVID-19 sama seperti industri lainnya. Hal ini dapat berdampak negatif baik kepada pekerja ataupun manajemen PT X Unit Citeureup. Berdasarkan hal tersebut, terbentuknya keselamatan di tempat kerja merupakan hal yang harus diupayakan dan lebih dimaksimalkan. Penelitian ini mencoba untuk mengevaluasi faktor-faktor yang membentuk keselamatan di tempat kerja dengan upaya pencegahan COVID-19 dan dimensi-dimensi kerentanan K3. Dimensi-dimensi tersebut dapat digunakan sebagai dasar studi elemen psikologi organisasi dan iklim keselamatan yang mampu memprediksi keselamatan di tempat kerja. Penelitian dilakukan melalui pendekatan kuantitatif dengan desain studi cross-sectional. Pengumpulan data dilakukan secara daring melalui google form untuk mengetahui bagaimana persepsi pekerja terkait variabel-variabel yang diteliti. Pengumpulan data dilakukan pada bulan Mei dengan besar sampel yang terkumpul adalah 126 responden dari 19 divisi. Data berikutnya dianalisis dengan PLS-SEM (Partial Least Square Structural Equation Modeling). Hasil penelitian tersebut menunjukkan bahwa faktor-faktor kerentanan K3 seperti kesadaran K3 dan partisipasi K3, serta upaya pencegahan COVID-19 berhubungan secara signifikan terhadap keselamatan di tempat kerja. Hasil ini menunjukkan bahwa intervensi terhadap peningkatan kesadaran K3, partisipasi K3, dan upaya pencegahan COVID-19 di tempat kerja dapat meningkatkan keselamatan di tempat kerja pada masa pandemi COVID-19.

.....PT X Unit Citeureup is the largest cement manufacturing industrial plant in the world. The industrial processes in it involve a variety of processes, materials, and hazardous works. Thus, the work process in it causes a lot of occupational safety and health risks. In addition, at this time PT X Unit Citeureup is also facing the challenges of the COVID-19 pandemic just like other industries. This situation can have a negative impact on both employees and management of PT X Unit Citeureup. Based on this situation, the establishment of safety in the workplace is something that must be pursued and maximized. This study attempts to evaluate the factors that shape workplace safety with COVID-19 prevention measures and the dimensions of occupational health and safety (OHS) vulnerability. These dimensions can be used as the basis for the study of elements of organizational psychology and safety climate that are able to predict safety in the workplace. This research was conducted through a quantitative approach with a cross-sectional study design. Data were collected online by using google form to find out how workers perceive related to the variables studied. Data collection was carried out in May with a large sample of 126 respondents from 19 divisions. The next data were analyzed by PLS-SEM (Partial Least Square Structural Equation Modeling). The results of this study indicate that OHS vulnerability factors such as OHS

awareness and OHS participation as well as COVID-19 prevention measures are significantly related to safety in the workplace. These results indicate that interventions to increase OHS awareness, OHS participation, and COVID-19 prevention measures in the workplace can improve workplace safety during the COVID-19 pandemic.