

Implementation Of Legal Protection Of Occupational Safety And Occupational Health At Pt Tiga Serangkai Pustaka Mandiri

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ABSTRACT

Implementation of the legal protection of occupational safety and health at PT Tiga Serangkai Pustaka Mandiri thus contains how the company implements occupational safety and health programs for workers, which has regulated UU No 13 of 2003 concerning Ketenagakerjaan. In addition, it includes what obstacles exist and the efforts made. The empirical research method describes the facts in the field and gets maximum results from interviews and field observations. The proceed of the testing can be said that the application of legal protection of work safety and health of workers at PT Tiga Serangkai hasn't been fully implemented correctly, that had been carried out properly are implementing appropriate working hours, then the existence of BPJS Ketenagakerjaan which guarantees health insurance for workers. Then there are obstacles, namely the lack of incomplete warning signs on the available places and machines. That can trigger work accidents for workers.

Implementasi perlindungan hukum keselamatan dan kesehatan kerja di PT Tiga Serangkai Pustaka Mandiri dengan demikian memuat bagaimana perusahaan melaksanakan program keselamatan dan kesehatan kerja bagi pekerja, yang telah diatur dalam UU No 13 Tahun 2003 tentang Ketenagakerjaan. Selain itu, mencakup kendala apa saja yang ada dan upaya yang dilakukan. Metode penelitian empiris menggambarkan fakta di lapangan dan mendapatkan hasil yang maksimal dari wawancara dan observasi lapangan. Hasil pengujian dapat dikatakan bahwa penerapan perlindungan hukum keselamatan dan kesehatan kerja pekerja di PT Tiga Serangkai belum sepenuhnya dilaksanakan dengan benar, yang telah dilaksanakan dengan baik adalah penerapan jam kerja yang sesuai, kemudian adanya BPJS Ketenagakerjaan yang menjamin jaminan kesehatan bagi pekerja. Kemudian terdapat kendala yaitu tidak adanya rambu peringatan yang tidak lengkap pada tempat dan mesin yang tersedia. Hal tersebut dapat memicu terjadinya kecelakaan kerja bagi pekerja

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I. INTRODUCTION

The right to work and a decent living is regulated in Article 27 paragraph (2) of the Undang-Undang Dasar Negara Republik Indonesia Tahun 1945, which reads, "Every citizen has the right to work and a decent living for humanity." That is further regulated by Undang-Undang Nomor 13 Tahun 2003 concerning Manpower. According to Undang-Undang Nomor 13 Tahun 2003, Employment is all matters relating to labor before, during, and after work.

Mangkunegara states occupational safety aims to avoid the company's production process. Occupational safety and health also aim to increase the individual productivity of the workforce or the enthusiasm for participating in the work carried out by workers (Mangkunegara, 2011). Mangkunegara states occupational safety aims to avoid the company's production process. Occupational safety and health also aim to increase the individual productivity of the workforce or the enthusiasm for participating in the work carried out by workers.

According to the International Labor Organization (ILO) and the World Health Organization (WHO) 1998, Occupational Safety and Health protects and promotes the highest degree of health for all workplace workers, including physical, mental, and social aspects. In addition, the workforce's health is regulated in Undang-Undang Nomor 24 Tahun 2011 concerning Occupational Safety.

Health is a specialty in the field of health; in practice, several diseases are found in the work environment of workers and companies. The measurement results are used as a corrective basis. Suppose prevention will be carried out in the work environment. In that case, other workers in the company area must avoid any work-related hazards, and it can be possible to taste the degree of health (Kuswana, 2014).

Occupational safety and health are very influential on the company's performance; the company will get a good assessment from the community and other companies and can compete fairly with other companies. Occupational safety and health are one of the maintenance programs in the company. Implementing occupational safety and health programs for employees is necessary because it aims to create a safety system and work unit by involving elements of management, labor, working conditions, and an integrated work environment to reduce accidents. Occupational safety and health issues are not solely the responsibility of the government but the responsibility of all parties, namely employers, workers, and the community (Wibowo & Utomo, 2016).

PT Tiga Serangkai Pustaka Mandiri has been around for a long time, since 1958, located in Surakarta City, Central Java. Its location is quite strategic in the middle of the city. Initially, PT Tiga Serangkai Pustaka Mandiri was a printing business that developed into a reasonably well-known publisher in Solo and Indonesia.

Based on the background of the problems described previously, the authors compiled a problem formulation to be studied in more detail in the discussion. The study's formulation of the problem to be discussed is as follows: How is occupational safety and health implementation at PT Tiga Serangkai Pustaka Mandiri?, What are the obstacles and efforts of PT Tiga Serangkai Pustaka Mandiri in implementing occupational safety and health?

II. RESEARCH METHOD

The approach method used in this research is the empirical method. Empirical legal research describes the facts or data in the field, so interviews and observations are the primary data sources. Empirical research is research in which the research takes place or interacts with the community's life around the research location (Sunggono, 2003).

III. RESULT AND DISCUSSION

1. Implementation of Occupational Safety and Health at PT Tiga Serangkai Pustaka Mandiri

Yuli (2005) Occupational Health and Safety (K3) is an activity that ensures the creation of safe working conditions and protection from physical and mental disorders through coaching, directing, and controlling the implementation of the duties of employees and providing assistance by applicable regulations, both from government agencies and companies. According to Peraturan Pemerintah Nomor 50 Tahun 2012 concerning the Implementation of Occupational Health and Safety Management Systems, from now on, referred to as SMK3, is part of the company's overall management system in the context of controlling risks related to working activities to create a safe,

efficient and productive workplace. We are planning this in more detail into several things: a. Hazard planning, assessment, and control of activities, products, and services; b. Compliance with regulations and other requirements that apply to workers; c. determination of targets and objectives of the OHS policy that must be measurable, using units/indicators, marks, and implementation period; d. It uses performance indicators as an OHS assessment and information on an SMK3 evaluation, e., establishing a system of accountability and advice for OSH policies; f. The successful implementation and implementation of SMK3 requires an effective planning process with well-defined and measurable outputs.

In theory above, PT Tiga Serangkai Pustaka Mandiri has implemented several planning points above to implement occupational safety and health properly and accordingly. In the field that has been observed, in goods processing activities, PT Tiga Serangkai Pustaka Mandiri provides knowledge to discover that a dangerous production area can affect the goods to be distributed. There are several procedures given by the head of the production department to provide or add to the workforce to cope if a hazard arises. To provide OHS policy objectives, provide work safety cards, and make companies assess work safety. Every mistake made by an employee is recorded by the supervisor and is accounted for as material for consideration in evaluating the work performance; of the employee concerned (Yuliandi & Ahman, 2019).

Enforcement of requirements in work carried out by workers, working as their guideline to stay safe in carrying out work activities. Work safety is a form of protection related to the prevention of work accidents and the work environment, and the workers' actions. Work safety is the need of every human being and every living creature instinctively and unconsciously aware of safety to anticipate various environmental risks.

The application of K3 in the company will always be related to the legal basis for implementing the K3 program. The legal basis is the main foothold in overseeing the rules in determining what or how the K3 program should be implemented. Several laws and regulations in Indonesia that regulate K3 are a. Undang-Undang Nomor 1 Tahun 1970 concerning Work Safety; b. Undang-Undang Nomor 13 Tahun 2003 concerning Manpower; c. Undang-Undang Nomor 24 Tahun 2011 concerning the Social Security Administering Body.

According to Undang-Undang Nomor 13 Tahun 2003 concerning Manpower, it is the legal protection for workers in Indonesia as a guideline that has overall and comprehensive value. It also includes developing human resources, increasing mental productivity, and healthy competition for labor. Then, Undang-Undang Nomor 13 Tahun 2003 concerning employment gives a new meaning. Enforcement of requirements in work carried out by workers, working as their guideline to stay safe in carrying out work activities. Work safety is a form of protection related to the prevention of work accidents and the work environment, and the workers' actions. Work safety is the need of every human being and every living creature instinctively and unconsciously aware of safety to anticipate various environmental risks.

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PT Tiga Serangkai Pustaka Mandiri gave leave to its employees for 3 (three) months. Then apply the shift time to work and rest time.

Health is a health condition that enables the working community to obtain a high degree of physical, spiritual, and social health by preventing and treating diseases or health problems caused by work, the work environment, and the general public. In addition, occupational health also covers the area or background around the PT Tiga Serangkai Pustaka Mandiri Factory. Through observation, the processed paper waste is located quite far from the home of production and a business that can have a dangerous effect. These wastes are self-processed and do not cause disturbance or environmental disturbance because they are also close to settlements. The workforce's health is also very much cared for by the company because the health of the workforce will also positively influence the work environment. The provision given by PT Tiga Serangkai Pustaka Mandiri for workers who have caused losses to the company is only a sanction in the form of a warning, not up to a job termination sanction. Complaints that usually often occur are delays in labor hours. If a worker performs healthy work, welding orders from the company's rules will get bonus wages, making the workforce more enthusiastic and productive. Companies need to implement occupational health and safety programs to increase workers' knowledge of the importance of implementing occupational health and safety procedures to reduce the risk of work accidents. It is known that safety (security) includes the protection of employees or workers from injury caused by accidents related to work, and health refers to freedom from physical and emotional illness (Agushinta & Wijaya, 2016).

The implementation of working hours applied by PT Tiga Serangkai Pustaka Mandiri in the administration section uses a 5 (five) working day system from Monday to Friday. Working hours in the administration section start at 07.30 WIB until 16.30 WIB with an interval of 1 (one) hour break, starting at 11.30 WIB until 12.30 WIB. Meanwhile, the production division uses a 6 (six) working day system from Monday to Friday with 2 (two) shifts, namely morning and afternoon. The working hours for the production section are the morning shift from 07.00 WIB to 15.00 WIB with breaks from 12.00 to 13.00 and the afternoon shift from 14.00 WIB to 22.00 WIB with breaks from 15.00 to 15.30 and 18.00 to 18.30 while Saturday working hours start at 07.30 WIB until 12.00 WIB. The above is by Article 77 and Article 79 of Undang-Undang Nomor 13 Tahun 2003 concerning Manpower.

PT Tiga Serangkai Pustaka Mandiri protects all its employees by collaborating with BPJS (Social Security Administering Agency) through the BPJS Employment and BPJS Health programs. BPJS has a function, namely realizing the interests of ensuring decent living needs for individuals and their family members. According to Undang-Undang Nomor 24 Tahun 2011, PT Tiga Serangkai Pustaka Mandiri has been registered and has a BPJS Employment certificate with 79AL0018. Then PT Tiga Serangkai Pustaka Mandiri participated in several programs in BPJS Employment, including a. Accident insurance; b. Pension Guarantee; c. Pension plan; d. Life insurance. In the work accident insurance, it is known that one year ago, there was an accident experienced by one of the workers. They are handling the first treatment, which is then taken to the hospital for action. There is also an old age guarantee and a pension guarantee given to PT Tiga Serangkai Pustaka Mandiri employees, usually offering the latter two contracts when the workforce has entered full-time. The age that has been determined for termination of work is the age of 55 (fifty-five) years. PT Tiga Serangkai Pustaka Mandiri carried out the productivity of labor from 17 (seventeen years) to the age of 55 (fifty-five years) because, at that age, they can provide optimal results or contributions to the company. The latter guarantees death; PT Tiga Serangkai Pustaka Mandiri also provides death guarantees for workers who have died. If a work accident results at the end of the workforce, this guarantee can be provided simultaneously with pension and old-age benefits. For now, PT Tiga Serangkai Pustaka Mandiri has no work death record. Constraints and Efforts of PT Tiga Serangkai Pustaka Mandiri in the Implementation of Occupational Safety and Health

2. Constraints of PT Tiga Serangkai Pustaka Mandiri in the Implementation of Occupational Safety and Health

Performance Indicators HSE (Health and Safety Executive) (2006) can function to monitor safety performance by looking at lagging and leading indicators. In implementing K3, PT Tiga Serangkai Pustaka Mandiri provides warnings on machines with dangerous signs in foreign languages. So that not thoroughly employees who are at the machine location can understand these warnings. Not only on devices but some of the heavy equipment used by employees also employees use the next obstacle; at PT Tiga Serangkai Pustaka Mandiri, no SOP regulates several activities in the production section that can cause work hazards or accidents that can occur, as has been observed in the field, where there are production machines that can harm the engine for workers, namely the lack of supporting PPE. Provision of PPE (Personal Protective Equipment) to employees must be followed by basic procedures and informed about the dangers that will be applied and how to use and correctly (Waruwu & Yuamita, 2016). The PPE consists of rubber boots, masks, and gloves. The machines in the production section are sophisticated and have sufficient sensors. Still, it does not rule out the possibility of malfunctions in the existing sensors, in this case, a risk of work accidents. Safety for the workforce is the main thing, so it must be avoided, or at least the chances are avoided cited. To minimize this by installing signs.

The signs are divided into 4 (four) types name is ly hazard warning signs (the general shape is a yellow triangle with a black line indicating a hazard symbol), safety instruction signs (the general shape is blue with a white image as a safety instruction). Prohibition signs (general shape of a circle with white color and surrounded by a red line with black vision), flammable signs (general shape is a rectangle with red paint for white main image). Occupational safety and health are one of the maintenance programs in the company. Implementing occupational safety and health programs for employees is critical because it aims to create a safety system and work unit by involving elements of management, labor, working conditions, and an integrated work environment to reduce accidents. One of the causes of work accidents is the implementation and supervision of occupational health and safety programs that have not been maximized (Hidayatullah & Tjahjawati, 2018).

There are no excellent signs at PT Tiga Serangkai Pustaka Mandi that riso the machine use risk cannot be minimized or even avoided. There are only a few signs in the production section in the production section of PT Tiga Serangkai Pustaka Mandiri. The only signs found were electrical voltage danger signs, assembly point signs, and challenge paths. For that, it is necessary to install signs properly.

In addition, machines and forklifts are moving raw materials and products; this also requires signs so that passing employees and forklift operators can be more aware of forklift movements. In the past 7 (seven) years, PT Tiga Serangkai Pustaka Mandiri has detailed several work accidents in the data from 2015 to 2021.

Table 1 Data on the Number of Work Accidents

Years	Number of Work Accidents
2015	1
2016	1
2017	0
2018	3
2019	2
2020	3
2021	2

The lack of SOPs provided by PT Tiga Serangkai Pustaka Mandiri in handling the number of work accidents has a severe impact. An accident is an event that is not moderate and cannot be forgotten that can cause harm (loss) both materially and human as the victim. Several factors also influence the number of work accidents in Indonesia (Salami, 2015; Tarwaka, 2017). In 2017, PT

Tiga Serangkai Pustaka Mandiri received a reward because there was no work accident rate that year, better known as Zero Accident. In 2020, the number of work accidents will increase to 3, and the number will again fall to 2 (two) in 2021. Work accidents can occur if various factors contribute simultaneously to a workplace or production process. From several studies, experts show that work accidents cannot happen by themselves but will occur by one or several factors causing accidents at once in an event. After explaining a little about the implementation of PT Tiga Serangkai Pustaka Mandiri in the application of occupational safety and health, the case that occurred in 2021 experienced a work accident experienced by PT Tiga Serangkai Pustaka Mandiri workers who were working in the production or factory section. He had a work accident, and the accident occurred because of him. And the injured limb is the hand. A van belt hit his hand on one of the machines, and the accident resulted in the hand opening the first treatment, which was then taken to the nearest health facility, and getting stitches to stop the bleeding due to the work accident. The costs incurred by the company, namely PT Tiga Serangkai Pustaka Mandiri, used BPJS Employment. Work accidents are generally caused by two factors, namely the environment and humans. Work accident factors originate from the environment, such as unsafe conditions in the work environment involving equipment or machinery, being hit by building debris, and falling heavy objects. While the factors that come from humans are unsafe acts such as those intentionally carried out for work safety, lack of knowledge, and ability of employees to use equipment or machines related to work (Sutisna & Nugraha, 2022).

3. The Efforts of PT Tiga Serangkai Pustaka Mandiri in the Implementation of Occupational Safety and Health.

A lagging indicator is used to measure the success of implementing HSE (Health Safety Environment) aspects during the work implementation process. At the same time, the leading indicators are indicators that are used to encourage HSE (Health and Safety Executive) (2006) programs during the process of implementing activities (Purnama, 2003). In anticipating work accidents, PT Tiga Serangkai seeks to prepare manuals or SOPs related to the use of machines). In PT Tiga Serangkai Pustaka Mandiri, According to Undang-Undang Nomor 24 Tahun 2011 concerning Occupational Safety, the main objectives in implementing OHS include protecting and ensuring the safety of every worker and other people in the workplace, ensuring that every source of production can be used safely. Safe and efficient, and improve national welfare and productivity (Sulistyaningtyas, 2021). The work environment is an influential factor in improving employee performance. The elements of a comfortable work environment for employees can guarantee work with an enthusiasm that affects employee performance, so special attention is given (Firdaus, Goib, & Febiana, 2021).

The work environment at PT Tiga Serangkai Pustaka Mandiri is also critical; from the results of a visit to the head office some time ago, PT Tiga Serangkai Pustaka Mandiri strongly applies the values of cleanliness. At the head office, PT Tiga Serangkai Pustaka Mandiri has an exceptional workforce to maintain security and cleanliness. Every place, including some workrooms, is also provided with a trash can according to the type of waste. Applied pickets for security officers and cleaners. The function is to provide trash bins according to the kind of waste, making it easier to separate and decompose the waste. Then at the PT Tiga Serangkai Pustaka Mandiri Factory, better known as the production section, there are workers or officers to maintain security and cleanliness, and pickets or shifts are applied. At the factory, more waste is emitted than at the head office. There are several kinds of waste in the factory. What is known is that there is liquid waste and solid waste. One of the wastes is the result of cutting paper cutting machines; the trash still determines the selection and processing itself so as not to affect the environment around the factory and harm the workforce. Occupational Safety and Health (K3) Program is a system program created for workers and employers as an initial effort to cause accidents and diseases due to work relations by recognizing things that may be work accidents and anticipating actions if these occur (Anjani, Utami, & Prasetya, 2014).

The following interview discussed the work safety efforts carried out by PT Tiga Serangkai Pustaka Mandiri, which already has a work program to deal with hazards that provide workers with work safety guidelines. Like most other companies, the program is disaster response training. The training can be in the form of several materials or practices that will be carried out together. Activities carried out 2 (two) times in 1 (one) year; some include ways, fire, self during a fire or earthquake, and others. This is very useful for PT Tiga Serangkai Pustaka Mandiri workers because they can apply and implement this knowledge if they encounter something dangerous or help first aid or other workers. The emergency response or action phase is where actual emergency actions are taken to protect oneself or property. Activities carried out concretely are instructions for evacuation, search and victimization, ensuring security at disaster locations, assessment of losses due to disasters, distribution and use of equipment in emergency conditions, delivery and supply of goods, and provision of refugee camps, and others (Sitorus, Mahendra, & Batu, 2019).

In implementing the safety and health of workers at PT Tiga Serangkai, it has been explained that there are warning signs or information in foreign languages; this provides a solution or effort where the staff in the factory or production section has several procedures in the form of notes and directions so that it is simple to provide understanding sufficiently and can reduce the number of work accidents. One of the potentials for printing companies is fire because there are flammable materials. Anticipate that there is an APAR (Light Fire Extinguisher) so that it can prevent this potential and separate some materials that can cause explosive effects. On the other hand, PT Tiga Serangkai Pustaka Mandiri has installed three paths for the cost of the fatality risk.

The conditions for a proper and adequate test are the safety of the path that will be used to ensure that it is entirely safe from dangerous objects) and the distance traveled. The original place of residence to a safer place must be the distance to be covered. Allows quickly to a safe place) and to a proper path (the selected course must also be used at the time of opening so as not to let the delivery process).

IV. CONCLUSION

In the implementation of occupational safety and health, PT Tiga Serangkai Pusaka Mandiri has implemented several essential points in sustainability through the K3 system and several regulated laws. PT Tiga Serangkai Pustaka Mandiri has collaborated with BPJS (Social Security Administering Agency) Manpower to provide work protection to workers. In addition to being guided by applicable state regulations, PT Tiga Serangkai Pustaka Mandiri has issued several procedures or rules that serve as guidelines for the workforce in implementing work. One of them is providing appropriate shifts in working hours, imposing sanctions for workers who cause losses to the company, providing bonuses for workers who can make an excellent contribution to the company, and others in the constraints experienced by PT Tiga Serangkai, namely the lack of SOPs provided by PT Tiga Serangkai Pustaka Mandiri in overcoming the number of work accidents which has a severe effect on the company. In addition, there are regulations or signs or information that use foreign languages, which are still obstacles when workers want to carry out work activities and make workers not understand the meaning of these rules. Then the varying number of accidents dramatically affected the company's image; one work accident in 2021 caused PT Tiga Serangkai Pustaka Mandiri to develop activities and several work programs. So those efforts are made to overcome and even reduce the number of work accidents at PT Tiga Serangkai Pustaka Mandiri. The company has provided simple directions and procedures for workers who still do not understand the rules or signs or information using foreign languages, disaster response activities that give a very positive value to all workers, and implementation of cleanliness around the environment. A healthy environment influences all health workers because a healthy work environment will provide high morale, increase the company's reputation, have a positive value, and compete with other companies in the same field.

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