

Evaluasi implementasi Behavior Based Safety (BBS) Program ditinjau dari aspek Input - Proses - Output pada pekerja PT. Chevron Indonesia Company - Kalimantan Timur Tahun 2014 = Evaluation of Behavior Based Safety (BBS) Program Implementation review from aspect Input - Proses - Output on worker PT. Chevron Indonesia Company - East Kalimantan in 2014

Bagyo Cahyono, author

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Abstrak

Behavior Based Safety (BBS) adalah salah satu proaktif proses/program yang digunakan secara luas di industri untuk upaya meningkatkan keselamatan kerja dan lingkungan melalui peningkatan perilaku aman dan mengurangi perilaku berisiko pada tempat kerja. Program ini dimulai dengan pembentukan tim pelaksana, pembuatan lembar observasi, dan pelatihan observasi bagi pekerja sebagai aspek input. Kemudian untuk aspek proses meliputi jalannya kegiatan observasi, keaktifan tim pelaksana, hasil observasi dan bimbingan (coaching). Aspek output yakni kepatuhan dalam observasi, tingkat partisipasi, persentase (%) perilaku aman, Total Recordable Incident (TRI) rate, dan review berkelanjutan (sustainability review). Tesis ini bertujuan untuk mendapatkan hasil evaluasi atas implementasi Behavior Based Safety (BBS) program dilihat dari aspek input ? proses ? output pada pekerja PT.Chevron Indonesia Company Kalimantan Timur tahun 2014.

Dari hasil penelitian didapatkan, Aspek input berjalan baik sesuai dengan panduan, bahkan pemahaman akan pelatihan mendapatkan hasil sangat baik. Aspek proses, terdapat 30% anggota tim pengarah yang pasif, 10% hasil observasi tidak memenuhi kriteria observasi yang berkualitas, ada peningkatan jumlah bimbingan 66%. Aspek output; partisipasi yang hampir 100% karena observasi diwajibkan oleh manajemen, peningkatan perilaku aman 0.3% - 0.4% dari tahun sebelumnya, TRI rate menunjukkan trending penurunan overall 40% sejak penerapan program di Kalimantan dan hasil review berkelanjutan yang mendapat hasil kenaikan kelulusan untuk kriteria tim pelaksana, lembar observasi, training, komunikasi, serta analisa data sedangkan yang tidak lulus adalah kriteria dukungan manajemen, tindak lanjut komentar yang membutuhkan tindak lanjut dan penghargaan kepada observer dan tim pelaksana.

Program BBS yang sudah dijalankan lebih 6 tahun ini menunjukkan tanda-tanda penuaan atau membosankan diperlukan dukungan manajemen untuk memperkuat peran BBS dalam mencapai tujuan yang diharapkan.

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Behavior Based Safety (BBS) is one of proactive process/program that is used widely in industry as efforts to increase workplace safety and the environment through the increasing of safe behavior and reducing risk behaviors in the workplace. The program started with the establishment of implementation team, develop observation sheets, and observation training for workers as input aspect. Then aspects of the process included activities of observation, effectiveness of the implementation team, result of observation and coaching. The output aspect are compliance to submit observation, the participation rate, the percentage (%) safe behavior, Total Recordable Incident (TRI) rate and sustainability review.

Aims of this thesis is to obtain an evaluation of the implementation of Behavior Based Safety (BBS) program reviewed from the aspect input - process - output on workers PT.Chevron East Kalimantan

Indonesia Company in 2014.

Results of this research, in all aspect input items were well done accordance with the reference, understanding the training get very good. Aspects of the process, there was 30% passive steering team members, 10% of the observations not meet the criteria of quality observation, increasing of 66% coaching activities. Aspects output; the participation of nearly 100% since observations is mandatory, increasing in safe behavior 0.3% - 0.4% from the previous year, the TRI rate shows decline trending of 40% overall since the implementation of the program in Kalimantan and the results of sustainability review that gets the results of the increase in pass to the criteria of the implementation team, observation sheets, training, communication, and data analysis while not pass criteria are management support, follow-up comments that require follow-up steering team and regocnize appreciation to the observer and the implementation team. BBS programs that have been run over 6 years is showing signs of aging or boring which is management support needed to strengthen the role of BBS in achieving the desired objectives.