

Studi perilaku keselamatan kerja untuk mencegah kecelakaan kerja pada pekerja Usaha Mikro Kecil dan Menengah (UMKM) pengolahan kayu = safety behavior study for occupational accident prevention among carpenters in Micro Small and Medium Enterprises (MSME)

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Abstrak

ABSTRAK
Perilaku keselamatan kerja pada pekerja Usaha Mikro Kecil dan Menengah (UMKM)

khususnya pengolahan kayu di Indonesia masih kurang baik, ditandai dengan masih tingginya angka disabilitas akibat kecelakaan kerja. Tujuan penelitian ini adalah diketahui dan diperolehnya faktor-faktor yang mempengaruhi perilaku keselamatan kerja pada pekerja UMKM pengolahan kayu.

Studi kualitatif menggunakan wawancara mendalam dan kelompok diskusi terfokus dengan pedoman wawancara semi-struktur pendekatan teori Green di 2 perusahaan informal pengolahan kayu. Wawancara mendalam dilakukan pada 2 orang bagian manajemen, 2 orang mandor, 4 orang pekerja. Kelompok diskusi terfokus dilakukan pada 2 kelompok dengan 5 orang pekerja di setiap kelompok.

Pekerja pengolahan kayu memiliki persepsi yang cukup baik mengenai perilaku keselamatan kerja hal ini dikarenakan memiliki pengalaman bekerja cukup lama meskipun berlatar belakang pendidikan rendah. Sikap dan perilaku yang belum mencerminkan perilaku keselamatan kerja dipengaruhi motivasi, minat, role model, kesiapan, kebijakan dan pengawasan yang masih kurang. Mandor masih kurang ketat bertindak sebagai role model dan melakukan pengawasan terhadap pekerja di lapangan. Manajemen perusahaan sudah melakukan penyediaan sarana dan prasarana sesuai standar tetapi tidak diikuti oleh adanya kebijakan, peraturan, pelatihan serta reward dan punishment.

Persepsi baik berperilaku keselamatan kerja pada pekerja pengolahan kayu dalam mencegah kecelakaan kerja dipengaruhi oleh pengetahuan, pengalaman dan sarana prasarana standar yang cukup baik. Tetapi kurangnya motivasi, minat, contoh teladan, kesiapan dan pengawasan mempengaruhi sikap dan perilaku keselamatan kerja yang kurang baik.

Manajemen dan mandor yang kurang menerapkan kebijakan, peraturan, pelatihan, reward dan punishment juga mempengaruhi perilaku keselamatan kerja bagi para pekerja pengolahan kayu.

ABSTRACT
Workers in MSME lack good safety behavior specially carpenters in Indonesia, marked by a high incidence of disability caused by occupational accidents. The aim of this study is to identify influencing factors to workers's safety behavior of carpenter in the micro, small and medium enterprises (MSME).

A Qualitative study was conducted using in-depth interviews and focus group discussion with semi-structured guidelines from Green theory, conducted in 2 MSME carpenter industry. In depth

interviews involving 2 management staffs, 2 supervisors and 4 carpenters. Focus group discussion was conducted with 2 groups, each consisting of 5 carpenters in . Adequacy of good safety behavior perceptions was found, due to carpenter's long experience, although they have low educational level. Carpenter's attitude and behavior did not comply with safe behavior, influenced by lack of motivation, interest, role model, readiness, policy and supervision. Supervisors were not regarded as role models and are weak in supervision. Management already provides standar infrastructure and facilities, but lack of policy, regulation, training also reward and punishment system.

The micro, small and medium enterprises (MSME) carpenter's good perceptions to occupational accident prevention influenced by knowledge, experience and standard infrastructure and facilities, but Carpenters's lack of motivation, interest, role model, readiness and supervision influenced low attitude and lack of safety behavior. Management and supervisor's also fail to support carpenter's safety behavior by not implementing policy, regulation, training, reward and punishment system.; Workers in MSME lack good safety behavior specially carpenters in Indonesia, marked by a high incidence of disability caused by occupational accidents. The aim of this study is to identify influencing factors to workers's safety behavior of carpenter in the micro, small and medium enterprises (MSME).

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