

# Kajian panca nirbhaya hse management system PT. Harmoni Panca Utama terhadap OHS management system theories berbasis prinsip resilience = Study of panca nirbhaya hse management system PT Harmoni Panca Utama against OHS management system with resilience principle based theory

Ardian Yoga Bharata, author

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## Abstrak

Nama : Ardian Yoga Bharata  
Program Studi : Magister Keselamatan dan Kesehatan Kerja  
Judul : Kajian Panca Nirbhaya HSE Management System PT. Harmoni Panca Utama Terhadap OHS Management System Theories Berbasis Prinsip Resilience  
Pembimbing : Drs. Psi Ridwan Zahdi Sjaaf, MPH  
Tesis ini melakukan kajian mendalam Panca Nirbhaya yaitu sistem manajemen keselamatan pertambangan di PT HPU yang merupakan salah satu perusahaan jasa pertambangan di Indonesia. Kajian yang dilakukan dengan menggunakan metode analisa kualitatif dengan melakukan analisa gap dan Kajian Panca Nirbhaya terhadap OHS Management System Theories berbasis resilience. Pada penelitian ini metode kualitatif digunakan untuk menilai keefektifan dan kehandalan Sistem Manajemen Keselamatan dan Kesehatan Kerja PT HPU Panca Nirbhaya. Dalam OHS Management System dikenal suatu konsep Sistem Manajemen K3 yang berprinsip resilience yang dikenal dengan Safety I dan Safety II. Kajian yang dilakukan adalah melihat secara mendalam konten dalam standar di Panca Nirbhaya berada dalam Safety I atau Safety II. Konsep Safety Management System berbasis resilience memberikan pandangan tentang Safety I dan Safety II, yaitu Safety I sangat berkonsentrasi pada "hal yang buruk", maka ketiadaan hal yang buruk dianggap sebagai sebuah prestasi sedangkan Safety II berfokus memastikan hal yang sudah baik terus menjadi baik. Selain itu juga mengkaji Panca Nirbhaya secara prinsip resilience apakah standar mampu merespon setiap kondisi/aktivitas baik yang bersifat rutin dan tidak rutin dengan cara yang efektif, sistem mampu mengambil pelajaran/mampu belajar dari peristiwa yang telah terjadi, mengerti benar apa yang terjadi dan mengapa hal tersebut terjadi, sistem mampu memantau perkembangan jangka pendek dan ancaman yang mungkin terjadi serta mampu mengantisipasi ancaman jangka panjang dan melihat peluang untuk perbaikan. Hasil kajian menunjukkan bahwa sebagian besar sub elemen dalam Panca Nirbhaya sudah berada di Safety II yaitu sebanyak 37 sub elemen, serta 18 elemen masih berada di Safety I. Sub elemen yang masih berada di Safety I tersebut masih belum mengakomodir kriteria; kriteria yang dalam konsep resilience safety II terutama dalam hal antisipasi yang harus dilakukan organisasi kedepan/jangka panjang serta mengakomodir hal-hal lain yang bersifat inisiatif dan improvement yang bisa dilakukan organisasi. Semua sub elemen yang masih berada di Safety I tersebut, perlu dirubah dan ditambahkan agar sub elemen tersebut bisa memperkuat sistem pertahanan yang telah ada di perusahaan, sehingga sistem Panca Nirbhaya menjadi suatu sistem yang telah berbasis prinsip resilience.

Kata kunci: Sistem Manajemen K3, resilience safety, Safety I dan Safety II

ABSTRACT  
Name Ardian Yoga Bharata  
Study Program Master of Occupational Health Safety  
Title Study Of Panca Nirbhaya HSE Management System PT Harmoni Panca Utama against OHS Management System with Resilience Principle based theory  
Counsellor Drs. Psi Ridwan Zahdi Sjaaf, MPH  
Key words Occupational Health Safety, resilience safety, Safety I dan Safety II, information  
This thesis conducts in depth study Panca Nirbhaya mining safety management systems namely PT HPU which is one of the mining

service companies in Indonesia. Studies conducted using qualitative analysis method with Study and gap analysis Panca Nirbhaya against OHS Management System resilience based Theories. In the current study qualitative methods were used to assess the effectiveness and reliability of safety and health management systems Work PT HPU Panca Nirbhaya. In the OHS Management System management system, a concept of systems known K3 with resilience, known as the principle of Safety I and Safety II. The study does is look deeply content in standard in Panca Nirbhaya are in Safety I or II Safety. The concept of Safety Management Systems based resilience gives the view of Safety I and Safety II, namely Safety I was very concentrated on the bad thing, then the absence of a bad thing is considered an achievement while Safety II focuses ensure good things continue to be good. It also examines the Panca Nirbhaya resilience in principle whether standardable to respond any condition good activities which are routine and not routine in a way that is effective, the system is able to take the lessons capable of learning from the event as happened, understand correctly what happened and why it happened, the system is able to monitor short term developments and threats that may occur as well as being able to anticipate a long term threat and see opportunities for improvement. Results of the study show that filmed the sub element in Panca Nirbhaya already are in Safety II as much as 37 sub elements, as well as 18 elements are still in Safety I. Sub elements that remain in Safety I still have yet to accommodate the criteria and the criteria in the concept of resilience safety II especially in anticipation of the future organizations should do long term as well as accommodate the other things which are initiatives and improvement that could be made of the organization. All sub elements that remain in Safety I need to change it and added so that the sub elements can reinforce existing defence systems inside, so the system Senses Nirbhaya became a principle based system that has resilience.