

# Pengembangan Konsep Safety-II untuk Pengelolaan Keselamatan pada Perusahaan Pertambangan di Indonesia = The Safety-II Concept's Development for Safety Management in Indonesian Mining Companies

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## Abstrak

Salah satu konsep dalam keselamatan dikenal dengan Safety-II. Pada Safety-II, fokus pengelolaan keselamatan melihat kepada keberhasilan-keberhasilan dari keselamatan yang tercapai. Pandangan ini muncul sebagai tanggapan dari pandangan lama yang dianggap terlalu berfokus ke hal negatif seperti insiden dan kecelakaan. Hal ini kemudian membuat tantangan keselamatan semakin tinggi dan resilience menjadi tujuan baru bagi organisasi dalam pengelolaan keselamatan. Penelitian ini menggunakan metode campuran untuk menguji dan melihat penerapan Safety-II pada perusahaan pertambangan di Indonesia. Kuesioner disebarakan kepada 12 perusahaan yang terdiri dari 2 perusahaan owner, 4 perusahaan kontraktor, dan 6 perusahaan subkontraktor dan melibatkan 1346 responden. Wawancara dilakukan kepada 38 narasumber dari 2 perusahaan owner dan kontraktor di dalamnya. Hasil penelitian menunjukkan bahwa konsep Safety-II dapat diterapkan di perusahaan pertambangan di Indonesia yang mengacu kepada empat dimensi: respond, monitor, learn, dan anticipation. Terdapat perbedaan skor Safety-II yang signifikan antara perusahaan owner dengan perusahaan kontraktor dan subkontraktor. Berdasarkan analisis kualitatif ditemukan 5 tematik yang dianggap berkaitan dengan potensi Safety-II, yaitu: adaptasi organisasi terhadap keselamatan, budaya K3 perusahaan, kepemimpinan keselamatan, keterlibatan pekerja, dan komitmen keselamatan perusahaan. Munculnya 5 tematik tersebut mencerminkan perlunya perubahan paradigma pengelolaan keselamatan ke arah Safety-II.

.....One concept in safety is known as Safety-II. In Safety-II, safety management focuses on the successes achieved in safety. This perspective emerged as a response to the old view, which was considered too focused on negative aspects such as incidents and accidents. This has led to increased safety challenges, and resilience has become a new goal for organizations in safety management. This study uses a mixed method to test and see the application of Safety-II in mining companies in Indonesia. The questionnaire was distributed to 12 companies consisting of 2 owner companies, four contractor companies, and six subcontractor companies, involving 1346 respondents and then conducted interviews with 38 resource persons involving two owner companies and contractors. The results of the study show that the concept of Safety-II can be applied in mining companies in Indonesia referring to four dimensions: respond, monitor, learn, and anticipation. There is a significant difference in Safety-II scores between the owner company, the contractor company, and the subcontractor. Based on qualitative analysis, five thematic areas related to the potential of Safety-II were identified: organizational adaptation to safety, company safety culture, safety leadership, employee involvement, and company safety commitment. The emergence of these five themes reflects the need for a paradigm shift towards Safety-II.