



# The Mechanism of Implementing Occupational Safety and Health in Bandung Wetan District Office Bandung City

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**Abstract.** Health and safety is fundamental to an organization's success in all areas. Effective occupational health and safety (OHS) programs have been proven to reduce accidents and illnesses in the workplace. However, there are several factors affecting the health and safety standards in the Wetan district of Bandung. These factors include constricted room layout, sloping land contours, lack of air circulation, sunlight, education and enforcement of regulations in the application of OHS. The purpose of this study was to determine the application, OHS barrier and design a mechanism in the application of OHS employees at the Bandung Wetan District Office. The research approach used is descriptive and qualitative. As for testing the validity, using triangulation of sources and techniques. The results indicate the application of engineering, education and enforcement of OHS carried out in Bandung Wetan District has not met the minimum OHS requirements. In the three aspects analyzed, it appears that OHS engineering and education have not been carried out in an organized manner as Permenkes No. 48 of 2016. The obstacles that occur include the lack of leadership, familiarity and budget constraints in implementing OHS in the work environment. Home offices, as well as the Bandung Wetan District Office building will be difficult to do optimal engineering. So to complete and optimize the implementation of OHS, this study designs an OHS management system mechanism. There needs to be socialization, joint commitment, and supervision from agencies related to the implementation of OHS at the Bandung Wetan District Office.

**Keywords:** Occupational Health and Safety · OHS Engineering · OHS Knowledge · OHS Enforcement

## 1 Introduction

Employee occupational safety and health in every workplace whether in government organizations or private companies is one of the important aspects. It is related to work productivity and individual performance as well as performance.

Organizations, so there needs to be management of employee occupational safety and health that not only reaches standards, but is carried out effectively and efficiently.

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Related to occupational safety and health or known as OHS, it has become an issue of concern and even as a necessity that must be provided by the organization to avoid accidents and ultimately can interfere with work safety for employees. Some of the rules that regulate OHS include Law No. 1 of 1970, Law No. 23 of 1992, Law No. 23 of 1992, and Law No. 23 of 1992 and Government Regulation No. 50 of 2012. These rules are further specified in the Ministry of Health Regulation No. 48 of 2016 concerning Office Animal Safety and Health Standards. This regulation is used as a reference in the work environment in Indonesia for government agencies and private companies.

Bandung Wetan Sub-district Office is one of the government institutions and work environment for employees in carrying out their duties. As a workplace, of course, employee OHS needs to be a concern of the leadership. As we know, OHS aims to ensure and protect the safety and health of employees. Therefore, there needs to be efforts to prevent work accidents and occupational diseases. Judging from the condition of the Bandung Wetan Subdistrict Office, the layout of the building is on a plain with sloping land contours with the building arranged in two floors down, and two floors up with relatively closed work rooms and steps.

Some other phenomena that occur at the Bandung Wetan Sub-district Office related to OHS are: First, lighting from direct sunlight is still lacking. This condition is caused by the location of the office which is arranged two floors down. This does not meet OHS requirements and can result in unclear employee vision. Second, the humidity in the archive warehouse causes stored archive documents are easily damaged. This condition allows employees to experience headaches, shortness of breath, and flu. Third, the condition of the office building on the slope of the land contour around the Cikapundung riverbank with multi-storey office buildings and the city of Bandung on the Lembang fault, making the building very vulnerable to disasters such as earthquakes, landslides, or fires. Fourth, the layout of the workspace makes employees confused about the location of the workspace of fellow coworkers and direct supervisors. As well as the absence of symbols or signs of workspace instructions that have an impact on the service process when you have to come to a certain workspace. The front and back view of Bandung Wetan Sub-district office can be seen in Fig. 1.

Fifth, the air circulation in the rooms on the lower two floors is still poor. The impact that may occur is that the metabolic process of employees is disrupted due to lack of



**Fig. 1.** Front and back view of Bandung Wetan Sub-district office.



**Fig. 2.** Admin room, archive room, and stairs of Bandung Wetan Sub-district office.

oxygen. Sixth, employees still lack understanding of the application of OHS due to the implementation of OHS education is still very rare. Seventh, the implementation of OHS policy enforcement from the leadership is still very minimal which makes the culture of OHS implementation less than optimal. Eighth, the application that occurs at the Bandung Wetan District Office has not been strictly enforced regarding policies regarding OHS standards based on Permenkes No.48 of 2016. And has not been a serious concern in the agency. Admin room, archive room, and stairs of Bandung Wetan Sub-district office can be seen in Fig. 2.

Moving on from the phenomena that occur, there needs to be a more in-depth analysis so that the causes of the obstruction of OHS implementation in the Bandung Wetan District Office can be known. The results of the analysis can be a reference for improving the application of OHS in related agencies. This study aims to describe and analyze more deeply the application of OHS in the Bandung Wetan District Office. Then what are the obstacles that occur in implementing OHS, so that at the end of this study can produce an analysis designing the OHS implementation mechanism at the Bandung Wetan Sub-district Office as an effort to improve OHS implementation.

## 2 Theoretical Literature Review

### 2.1 Occupational Health, Safety and Security in HR Management

Human resource management related to occupational health, security and safety for employees, actually in a theoretical context, is not something new to be considered. In classical public administration theories, this has been taken seriously by various experts. Because it is considered as something important for the productivity of organizational work.

Based on the above understanding, it can be interpreted and interpreted that there needs to be a balance between the work environment and the people who work. So that the work done can run effectively, efficiently, safely and comfortably. Isyandi [1] says that the environment of employees has an impact on individuals and the tasks they perform, such as temperature, lighting, quietness, cleanliness, and adequate work equipment. In this context, the issue of health, security and safety of human resource management, especially in relation to employee work productivity in achieving various goals.

## 2.2 Occupational Safety and Health in Theoretical and Normative Perspective

**The Meaning of Occupational Safety and Health.** Occupational safety and health in a scientific perspective is a science and its application in an effort to prevent the possibility of accidents and occupational diseases [2]. From this definition, it can be interpreted that OHS is something that is important for anyone to learn, especially for employees in achieving organizational goals. Another definition of OHS from the International Labor Organization [3] states that OHS is the maintenance and improvement of workers both physically, mentally social welfare in all sectors of work, preventing health problems caused by work, protecting from any occupational risks, maintaining the physiological and psychological conditions of workers by creating a comfortable working environment, and providing compatibility between work and each worker with his duties. The ILO views OHS as an effort to provide health to workers starting from promotive, preventive, curative, and rehabilitative efforts.

## 2.3 Efforts to Implement Occupational Safety and Health for Organizations

Based on the description of the importance of OHS in the organization, efforts to implement this in the organization need to be carried out by all elements of the organization, especially the leadership. Various important activities that organizations can carry out in building OHS according to Reese [4] are the engineering, education, and enforcement of OHS regulations. This concept is known as 3E, and this theory was used as a key theory in this study.

**Occupational Safety and Health Engineering.** According to Reese's [4] to create OHS, the first thing that needs to be done is to do OHS engineering by designing a good, appropriate and conducive work environment, so as to avoid work accidents. In carrying out OHS engineering, it can be done in accordance with OHS standards [5]. Based on Permenkes No. 48 of 2016, the OHS Standard covers four important things, namely occupational safety, occupational health, health of the office work environment, and office ergonomics. Occupational Safety and Health Education.

**Enforcement of Occupational Safety and Health Regulations.** The enforcement of OHS regulations in organizations according to Reese [4] is that organizations must be firm and precise in enforcing regulations regarding OHS in the organizational environment. Aspects that are considered include compliance with OHS standards, imposing sanctions for violations, and providing compensation in the event of work-related accidents.

**Mechanisms in Implementing Occupational Safety and Health for Organizations.** OHS in organizations must be managed in a planned, correct, and appropriate manner by creating an implementation mechanism or planned and strategic steps to create OHS in organizations. This mechanism is often conceptualized with the concept of strategy. In the world of education, a strategy is a plan method, or series of activities designed to achieve a particular educational goal [6]. Therefore, the strategy in this study is interpreted as a series of activities or mechanisms of activities that are planned and important so that the desired goal is achieved. OHS

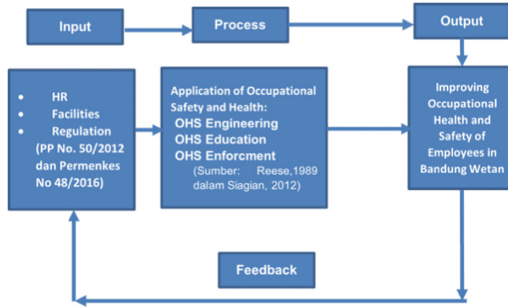


Fig. 3. Theoretical framework.

implementation strategy is a series of planned activities to build an OHS system and culture for the organization so as to achieve organizational goals.

ISO OHSAS 18001:2007 [7], the strategy of implementing and simultaneously improving OHS in organizations must be seen in a systemic perspective, through planning, implementation, monitoring, and corrective actions that follow the PDCA cycle (Plan, Do, Check, and Action) which is a continuous improvement process. Plan includes hazard identification, assessment and control, legal requirements, goals and plans for the OHS program. Do includes the availability of resources in the implementation of OHS, responsibility, authority, and competence of human resources, training and awareness of OHS, communication, participation, and communication, operation control consultation. Check includes performance measurement and monitoring of compliance evaluation, correction, and preventive improvement. Act is related to efforts to improve OHS in the organization. The theoretical framework can be seen in Fig. 3.

### 3 Methods

This research uses a qualitative approach method with the assumption that this approach is an approach in research that is carried out by interpreting the data obtained from sources found in the field and analyzed with the aim of being able to process various data in depth, meaning and detail [8].

The types of data used in this study are primary data and secondary data. Primary data is data obtained directly in the field. Primary data sources were obtained from several key informants who were selected based on certain reasons and objectives. The total number of informants was seven people, all of whom work in Bandung Wetan Sub-district. In addition to primary data, secondary data used in this research are documents, papers, seminars, research reports, journals, and others that have relevance to the research objectives. To collect data related to the research objectives regarding what mechanisms can be done to improve the process of engineering, education and enforcement of OHS in Bandung Wetan Sub-district, in-depth interviews, observations, and documentation studies will be used. Denzin, et.al. (2005) mentioned that these three techniques are called data triangulation. In this research, the author uses triangulation of sources and techniques as data validation techniques.

Data processing and analysis are divided into three streams of activities that occur simultaneously, this is in accordance with the theory of Miles and Huberman by reducing data, presenting data, and drawing conclusions after verification and validation of various propositions that are compiled qualitatively [8]. At the data reduction stage, triangulation is carried out as required in the qualitative approach with descriptive methods. The data presentation stage, presents a result of data reduction related to the qualitative approach. Data presentation stage, presenting a result of reducing related data understanding of OHS engineering, education and enforcement in Bandung Wetan Sub-district. In the last stage, the results of data interpretation are drawn conclusions after being verified. In a more specific context, a mechanism for engineering, education, and enforcement of OHS in an effort to improve employee OHS in Bandung Wetan Sub-district, Bandung City.

## 4 Results and Discussion

### 4.1 Implementation of Occupational Safety and Health

**Occupational Health and Safety Engineering.** The OHS-related engineering process at the Bandung Wetan sub-district office has been carried out since the beginning of the construction process. Various licensing standards and OHS standards regulated in Permenkes No. 48/2016 have been a concern of the Bandung Wetan District Office, even though they are not fully considered and implemented. However, some things related to OHS that have been applied have become the initial capital in preventing work accidents. In Permenkes No. 48/2016 [9] there are two contexts related to work safety that need to be considered in engineering related to work safety, namely regarding work safety and hazard awareness at work.

*Employee Safety Engineering.* In detail related to work safety at the Bandung Wetan Sub- district Office, several efforts have been made. The first is the manufacture of safe stairs for employees where there are 5 floors in the Bandung Wetan District Office.

Figure 4 shows that the stairs are made with a stair area that allows more than one person to walk or run when there is a danger, and safety has been provided such as stair



Fig. 4. Stairs that already use stair railings.



**Fig. 5.** Light fire extinguisher.

railings. Secondly, work safety engineering by providing facilities related to fire fighting in the event of a fire by placing a light fire extinguisher (see Fig. 5).

Third, the arrangement of work space in a 5-story building that has an underground floor can be arranged comfortably and avoid work accidents. Fourth, there is maintenance of office space maintenance carried out every year. The water panel repair, building repair and underground rooms can be seen in Fig. 6.

Fifth, the placement and use of office equipment is organized in such a way as to ensure work safety for employees (see Fig. 7).

Engineering efforts related to occupational hazard awareness have also been implemented at the Bandung Wetan sub-district office. Efforts that have been made include emergency response management, first aid in accidents, evacuation requirements and procedures (see Fig. 8).



**Fig. 6.** Water panel repair, building repair and underground rooms.



**Fig. 7.** A well-organized room.



**Fig. 8.** Efforts in work hazard awareness.

*Employee Occupational Health Engineering.* From the variety of information received, it can be understood that engagement with employee occupational health is captured from various types of activities such as acculturation of clean and healthy living behaviors, physical activities such as sports on Fridays, the availability of lactation rooms for breastfeeding mothers, and efforts to prevent transmission of covid-19 (see Fig. 9).

Garbage picking activities are carried out to create a comfortable and clean work environment. In addition, several healthy living activities are carried out such as debriefing and providing knowledge from PKK women related to fogging and information related to clean and healthy living behavior, as well as Pap Smear for cervical cancer detection. Regular exercise every Friday is to build the physical fitness of employees. The provision of facilities such as lactation rooms, and infrastructure in preventing covid-19 is also carried out to maintain employee health.

**Occupational Safety and Health Education.** Based on the information obtained, the application of OHS education is not clearly and structurally seen in its application, but there are activities that have a connection with efforts to provide knowledge that has relevance to OHS. Some of the efforts to provide knowledge related to OHS include providing briefings on the use of fire extinguishers, briefings related to building emergencies and making evacuation routes for emergencies, briefings on eco office which is a development program in saving the environment, briefings on Pap Smear for cervical cancer detection, and finally briefings related to safety in passing the Covid-19 pandemic that hit the world and Indonesia. These efforts have not been carried out in a structured manner and made it a routine as a sustainable effort in OHS, but it has become the initial capital for the Bandung Wetan Sub- district office in implementing OHS education. The application of eco office can be seen in Fig. 10.



**Fig. 9.** Garbage pick-up and gymnastics activities at the Bandung Wetan Sub- district office.





**Fig. 10.** Application of eco office.

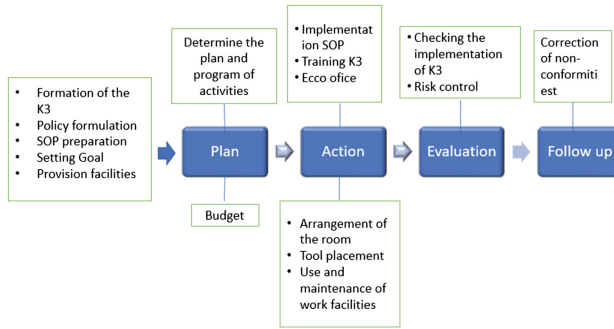
Socialization and training needed for the implementation of OHS, namely, socialization of occupational diseases and socialization of occupational accidents. While the training includes training on the use of fire extinguishers, training on evacuation procedures, and eco office training.

**Enforcement of Occupational Safety and Health Regulations.** As an office, Bandung Wetan sub-district office needs to make efforts to enforce regulations related to OHS in the office environment. The data and information obtained show that the Bandung Wetan Sub-district Office indirectly implements or enforces matters that are standardized from the Permenkes No. 48/2016 regulation. This information means so because from this information various efforts have been made even though they are not designed in the context of implementing an organized OHS management system. The enforcement carried out is still carried out with programs that intersect with OHS. In the context of enforcing OHS, the Bandung Wetan District Office should have a special team created by the agency whose task is to handle the OHS management system which is indirectly carried out by the staffing unit at the Bandung Wetan District Office. This team will establish a safety management system and cultivate the OHS management system in operationalization at all times in the organization. Leaders should also formulate derivative policies within the Bandung Wetan Sub-district Office in implementing OHS provisions. However, from the information obtained, it seems that this does not yet exist. The provisions in Peremenkes No. 48/2016 have also not been fully and firmly implemented in the Bandung Wetan Sub-district Office. As for OHS enforcement, which is assessed from several aspects, namely policy implementation, SOP implementation, socialization effectiveness, policy enforcement.

#### 4.2 Barriers to the Implementation of Occupational Safety and Health

Obstacles in the implementation of OHS for employees in the Bandung Wetan Subdistrict Office based on information from informants can be conveyed as follows:

1. Budget constraints, development planning cannot get out of the Bandung City Government's priority programs, so for office engineering for now is not a top priority and makes the OHS implementation budget not optimal.
2. Employee perceptions, in general, many employees consider that work accidents are still rare, so they do not make the implementation of OHS an urgent matter.
3. The commitment of the leadership, the lack of commitment and seriousness of the leadership due to budget constraints.



**Fig. 11.** Mechanism for improving the implementation of occupational safety and health.

4. Employees' OHS knowledge, understanding of OHS standards is still very minimal and forms a wrong perception of OHS.
5. Unfamiliar culture, this is due to the limitations of OHS knowledge.
6. Building layout, a layout that is difficult to optimize with a lack of land and poor land contours.
7. Supervision from the Bandung City Government, in this case related agencies such as the Health Office, Fire and Disaster Management Office.
8. Maintenance and repair of work tools and work environment, dependence on parties when it hinders the implementation of maintenance of facilities and infrastructure.

### 4.3 Mechanism for Improving the Implementation of Occupational Safety and Health

Based on the description of the implementation of OHS in the Bandung Wetan Sub-district Office and the obstacles that occur (Fig. 11), the design of a mechanism to improve the implementation of OHS in the Bandung Wetan Sub-district Office can be done by implementing the formation of OHS. This team will later compile SOPs, set targets, and design programs and activities in enforcing OHS. The team formed will also be the organizing team for implementation in socialization, training, structuring, and improvement related to OHS. The next stage after the implementation of various programs is to evaluate the implementation of OHS that has been carried out. The evaluation results will be used as follow-up material for improvement in the next program.

## 5 Conclusion

The results of the analysis and discussion based on data and information obtained in the field, resulted in the conclusion that the Bandung Wetan District Office has implemented OHS as an initial capital to minimize the occurrence of work accidents and occupational diseases. Although in practice it is still not running optimally due to the lack of application in the aspects of education and enforcement of regulations that are carried out spontaneously. In addition, several obstacles are also a factor in the less than optimal application of health and safety. In an effort to improve the implementation

of occupational safety and health, the author proposes to conduct occupational safety, occupational health, and healthy and ergonomic office environment engineering with a mechanism that includes planning, implementation, evaluation, and follow-up improvements. In an effort to improve the implementation of occupational safety and health, the author proposes to carry out engineering of occupational safety, occupational health, and a healthy and ergonomic office environment with a mechanism that includes planning, implementation, evaluation and follow-up improvements. In line with that, socialization efforts related to the application of regulations can also be carried out by making the mechanism a joint commitment, consistency in implementation and consequence in evaluation and continuous improvement with government supervision.

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