

Implementation of Occupational Safety and Health Implementation at PT. Medan Smart Jaya

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ABSTRACT

Occupational safety and health (K3) is an important aspect that must be considered in the workplace to maintain employee welfare and increase company productivity. This research aims to evaluate the implementation of K3 at PT. Medan Smart Jaya and its impact on employees and the company as a whole. Through analysis of the results and discussion, it is concluded that the implementation of K3 at PT. Medan Smart Jaya has provided positive results. The work safety programs implemented have succeeded in reducing the number of work accidents, reducing injury rates and increasing employee productivity. These results show that the company is committed to creating a safe and healthy work environment for all employees. However, there are several aspects that still need to be considered in order to increase the effectiveness of implementing K3 in PT. Medan Smart Jaya. First, work safety training programs need to be refined and updated regularly to remain relevant to technological and regulatory developments. Second, employees' active involvement in work safety and health efforts needs to be increased, so that they feel responsible for the safety of themselves and their colleagues. Third, routine monitoring and evaluation needs to be carried out periodically to ensure that all safety procedures and regulations are strictly followed by all employees. Fourth, companies must continue to promote a safety culture in the workplace through various means, such as providing rewards for good safety practices and improving communication about work safety issues. By taking these steps, PT. Medan Smart Jaya can continue to improve the implementation of K3, creating a safer, healthier and more productive work environment for all employees. Apart from that, the company can also strengthen its reputation as a workplace that is responsible and oriented towards employee welfare.

Keywords: Implementation, Occupational Safety and Health, Productivity

INTRODUCTION

Occupational health and safety is not only a personal responsibility, but also a shared commitment between management and employees to create a safe and healthy work environment. In order to achieve this goal, there needs to be a strong awareness of potential risks in the workplace as well as proactive measures in preventing work-related accidents and illnesses. Thus, a positive and sustainable safety culture can be instilled in all layers of the organization. (Sarbiah, 2023)

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In addition to directly benefiting individuals and organizations, the implementation of occupational safety and health also has a positive impact on society. Employees who work in safe and healthy environments tend to be more productive and exhibit high

performance, which in turn can contribute to economic growth and social well-being. By strengthening occupational safety and health infrastructure, a country can create a solid foundation for sustainable development. (Grace & Assidiq, 2022)

One important aspect in implementing occupational safety and health is employee training and education. Through appropriate training programs, employees can understand potential risks in the workplace and learn how to identify, manage, and mitigate those risks. In addition, training also enables employees to acquire knowledge of proper safety procedures and best practices to be followed in emergency situations or safety-threatening circumstances. (Fertilia, 2020)

PT. Medan Smart Jaya was established on May 1, 1995. **1** **Implementation of**
13 **occupational safety and health at PT. Medan Smart Jaya reflects the company's**
commitment to provide a safe and healthy work environment for all employees. As a company engaged in the manufacturing industry, PT. Medan Smart Jaya recognizes the importance of identifying and managing risks related to production processes, work environment, and other operational activities. By prioritizing occupational safety and health, the company not only protects the safety and well-being of employees, but also strengthens its productivity and competitive advantage in the market.

Within the scope of PT. Medan Smart Jaya, the application of occupational safety and health is integrated into all operational aspects. From the production process to waste management, every step is taken taking into account its impact on employee well-being and the surrounding environment. The company consistently conducts internal and external audits to ensure compliance with applicable occupational health and safety regulations and identify areas that require improvement or improvement.

In addition, PT. Medan Smart Jaya also adopts a proactive approach in raising safety awareness among employees. Through a comprehensive and periodic training program, each team member is provided with the knowledge and skills necessary to identify, evaluate, and address potential risks in the workplace. In addition, the company encourages active participation of employees in identifying hazards and providing constructive feedback to continuously improve the occupational safety and health system. (Afan et al., 2022)

Not only focusing on internal employees, PT. Medan Smart Jaya also established partnerships with external parties, including the government, regulatory agencies, and local communities, to strengthen occupational safety and health efforts. By sharing

knowledge and experience, the company seeks to advance safety standards not only within organizations, but also in the industry sector at large. This reflects the commitment of PT. Medan Smart Jaya in becoming a responsible and sustainable leader in supporting the welfare of employees and the community. (Afan et al., 2022)

¹⁷ Although the importance of occupational safety and health is widely recognized, there are still challenges in implementing it effectively in various industrial sectors. Several factors such as cost, time pressure, and lack of awareness or commitment can be obstacles in realizing a safe and healthy work environment (Ridwan et al., 2021). Therefore, a joint effort from all stakeholders, including government, industry, trade unions, and the general public, is needed to increase understanding of ¹⁵ the importance of occupational safety and health and work together to achieve higher safety standards. (Son et al., 2021)

RESEARCH METHODS

¹⁶ In conducting research on the implementation of occupational health and safety implementation at PT. Medan Smart Jaya, various research methods will be used. The initial step is to conduct a literature study to understand the theories, concepts, and frameworks related ¹³ to occupational health and safety, as well as best practices in the manufacturing industry. Primary data will be collected through interviews with management and employees of PT. Medan Smart Jaya, direct observation at work, and questionnaire filling. Meanwhile, secondary data, such as company documents and safety inspection reports, will also be taken for analysis. The collected data will be analyzed to identify ¹ strengths, weaknesses, opportunities, and threats in the ¹⁸ implementation of occupational safety and health (K3) at PT. Medan Smart Jaya Address: Jl. Bilal Ujung No.10, Pulo Brayan Darat I, Kec. Medan Kota, Kota Medan, Sumatera Utara 20239. The results of the analysis will then be compared with applicable safety standards to evaluate the level of compliance of the company. Recommendations for improvement or improvement in the implementation of occupational safety and health will also be prepared based on the findings from the analysis. The results of the research will be documented in a comprehensive research report and submitted to the company's management to support strategic decision making in improving occupational safety and health at PT. Medan Smart Jaya.

RESULTS AND DISCUSSION

1 Implementation of occupational safety and health at PT. Medan Smart Jaya has delivered significant results for the company. One of them is the reduction in the number of work accidents. Through regular training programs and an instilled understanding of safety practices, the company has succeeded in reducing the number of workplace accidents. This reduction in accident rates not only reduces the costs associated with worker injuries, but also creates a safer and more comfortable work environment for all employees. (Pinontoan et al., 2020)

11 In addition, the implementation of occupational safety and health also has a positive impact on reducing the rate of injuries in the workplace. Employees who are well trained in workplace safety practices tend to be more aware of potential hazards and risks in their work environment (Monoarfa & Miolo, 2022). This leads to a significant decrease in the number of injuries sustained by employees, which in turn can reduce downtime and absenteeism caused by injuries. (Pramono et al., 2020)

17 The implementation of occupational safety and health also contributes to increased productivity at PT. Employees who feel safe and protected at work tend to be more focused and excited in completing their tasks. This has a positive impact on the efficiency and quality of the work produced, thereby increasing the overall productivity of the company.

1 Implementation of occupational safety and health at PT. Medan Smart Jaya has produced several positive things, including:

1. Work Accident Reduction

The existence of training programs and a good understanding of occupational safety has helped in reducing the number of workplace accidents in the workplace.

2. Decreased Injury Rate

Employees who are well trained in occupational safety practices tend to experience reduced injury rates.

3. Increased Productivity

A focus on occupational safety and health not only protects employees, but productivity can be increased because employees feel safer and valued.

4. **20** Product and Service Quality Improvement

20 A safe and healthy work environment can also have a positive impact on the physical and mental well-being of employees, as well as on the image and reputation of the company, the quality of products and services produced by the company.

DISCUSSION

Despite the positive results, there is still room for improvement in the ¹implementation of occupational safety and health at PT. Medan Smart Jaya. One aspect that needs to be considered is the improvement of the occupational safety training program. Training programs must be constantly adapted to the latest technological and regulatory developments in order to remain relevant and effective.

In addition, the active involvement of employees in occupational safety and health efforts is also very important. Companies need to encourage employee participation in the development of safety policies and value their contributions and input (Prasetya & Ramdani, 2022). Employees who feel responsible for occupational safety and health tend to be more proactive in complying with established rules and procedures. (Atmaja et al., 2018)

Regular supervision and evaluation is also an important step in ensuring the effectiveness of the ¹implementation of occupational safety and health at PT. Medan Smart Jaya. Companies need to conduct regular inspections of working conditions and ensure that all safety procedures and regulations are strictly followed by all employees.

Finally, companies must also continue to promote a culture of safety in the workplace. This can be done in many ways, such as rewarding good safety practices, organizing training events and workshops, and improving communication on workplace safety issues through various internal communication channels. (Sholihah, 2018)

CONCLUSION

From the results that have been submitted, ¹⁵it can be concluded that occupational safety and health practices at PT. Medan Smart Jaya has had a significant impact on the company. Safety programs have been successful in reducing the number of accidents, reducing injury rates, and increasing the overall productivity of the company.

Despite this, there is still room for improvement. Improvement of training programs, active employee involvement, regular supervision, and promotion of a safety culture in the workplace are measures that can be continuously improved to ensure optimal occupational safety and health for all employees.

By taking these steps, PT. Medan Smart Jaya can strengthen their commitment to occupational safety and health, provide a safer, healthier, and more productive work environment for all employees, and maintain the company's reputation as a responsible and employee welfare-oriented workplace.

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