

IMPLEMENTATION OF OCCUPATIONAL SAFETY AND HEALTH (OSH) IN PREVENTING EMPLOYEE WORK ACCIDENTS AT THE REGIONAL DISASTER MANAGEMENT AGENCY (BPBD) PURWOREJO REGENCY

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ABSTRACT

Occupational Safety and Health (OSH) is an effort to create a safe and healthy work environment and reduce work accidents and work-related diseases, which will have an impact on employee work productivity. This research aims to find out how occupational health and safety (OSH) is implemented to prevent employee accidents at the Regional Disaster Management Agency of Purworejo Regency, the inhibiting factors, and the efforts made to overcome obstacles in implementing OSH. This research uses a qualitative descriptive method with an inductive approach. Interviews, observation, and documentation were carried out during data collection, while data analysis was carried out through data reduction, data presentation, and conclusion. The research results show that OSH implementation is relatively good. There are still obstacles, namely weak management control, the OSH management system needing to be implemented, and a lack of employee awareness of the use of Personal Protective Equipment (PPE). Efforts to overcome obstacles were carried out by reintroducing the employee health care program into the 2023 budget, involving department heads in the monitoring process, and socializing the use of Personal Protective Equipment.

Keywords: implementation; occupational safety and health (OSH); work accidents, implementation and prevention.

ABSTRAK

Keselamatan dan Kesehatan Kerja (K3) merupakan upaya untuk menciptakan lingkungan kerja yang aman dan sehat, untuk mengurangi kecelakaan kerja dan penyakit akibat kerja, yang akan berdampak pada produktivitas kerja pegawai. Penelitian ini bertujuan untuk mengetahui bagaimana penerapan Kesehatan dan Keselamatan Kerja (K3) dalam mencegah kecelakaan kerja pegawai di Badan Penanggulangan Bencana Daerah Kabupaten Purworejo, faktor penghambatnya dan upaya yang dilakukan untuk mengatasi hambatan dalam penerapan K3. Penelitian ini menggunakan metode kualitatif dengan pendekatan induktif. Pengumpulan data dilakukan dengan wawancara, observasi dan dokumentasi, sedangkan analisis data dilakukan dengan reduksi data, penyajian data dan penarikan kesimpulan. Hasil penelitian menunjukkan bahwa penerapan K3 sudah relatif baik, namun masih terdapat kendala yaitu lemahnya pengendalian manajemen, belum diterapkannya sistem manajemen K3 dan kurangnya kesadaran pegawai dalam penggunaan Alat Pelindung Diri (APD). Upaya mengatasi kendala tersebut dilakukan dengan memasukkan kembali program pelayanan kesehatan pegawai pada anggaran tahun 2023, melibatkan kepala departemen dalam proses pemantauan dan sosialisasi penggunaan Alat Pelindung Diri.

Kata Kunci: Implementasi; Keselamatan dan Kesehatan Kerja (K3); Kecelakaan Kerja, Penerapannya, Pencegahannya.

BACKGROUND

Occupational safety and health (OSH) plays a significant role in the work environment, whether in the industrial sector, government, or non-profit institutions such as the Regional Disaster Management Agency (BPBD). OSH is not just a rule or policy that must be obeyed but is the main foundation of workforce productivity and welfare. OSH protects the lives and health of workers. Everyone has the right to work in a safe and healthy environment without having to worry about the risk of injury or disease that may occur as a result of their work. OSH also contributes to increasing productivity and work quality. When workers feel safe and protected, they tend to be more focused and efficient in performing their tasks, which ultimately results in better performance for the organization (Andersen et al., 2019; Kamar et al., 2014).

Implementation of OSH also helps reduce costs related to work accidents and occupational diseases. Work accidents and illnesses arising from unsafe work environments not only harm individuals but can also have a significant economic impact on companies or institutions. Companies or institutions can reduce costs associated with worker absenteeism, insurance claims, and injury compensation by maintaining the safety and health of workers. OSH also creates a positive and supportive work environment for everyone (Micheli et al., 2018; Wijanarka et al., 2019). When a company or institution shows a commitment to worker safety and health, this creates a better work climate, increases worker satisfaction and loyalty, and supports the company's positive image in

the eyes of the wider community (da Silva & Amaral, 2019; Găureanu et al., 2019).

Occupational safety and health (OSH) also has a significant impact on the reputation and image of a company or institution. A safe and healthy work environment reflects the organization's commitment to the welfare of its workers, which can increase the trust of the public, business partners, and other stakeholders (Jilcha & Kitaw, 2016; Kim et al., 2016). In an era where transparency and corporate social responsibility are increasingly prioritized, assessment of OSH practices can influence perceptions of organizational integrity and ethics. Apart from that, compliance with OSH regulations can also prevent companies from potential legal sanctions or fines that could be financially detrimental. Implementation of good OSH practices can be a competitive differentiation tool for companies (Sun et al., 2018). Companies that are known to have high OSH standards tend to be more attractive to qualified prospective employees and can increase the company's attractiveness as a business partner for suppliers, consumers, and investors. Occupational safety and health are not only internal company issues but are also aspects that are directly related to the growth, reputation, and long-term sustainability of an organization (S. F. A. Aziz & Osman, 2019; Endroyo et al., 2015).

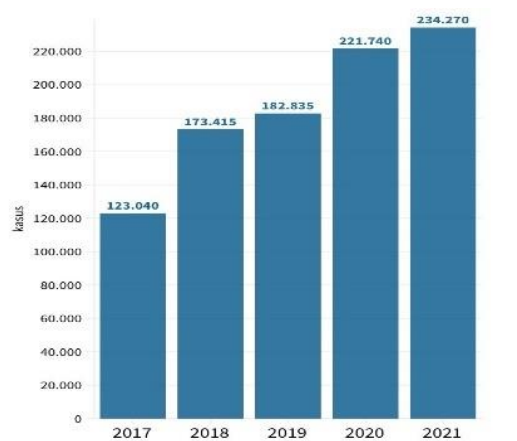
Indonesia is listed as the country with the most significant number of work accidents globally. Over 1.8 million deaths occur in Asia, and 374 million occupational diseases and injuries that impact work absenteeism occur annually (Abdul Aziz et al., 2019). Many factors cause work

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accidents: unsafe actions from humans (unsafe action) amounting to 88% of accidents, 10% caused by unsafe conditions (unsafe conditions), and 2% things beyond human control (Vasco et al., 2017). These dangerous actions and conditions result

from human error in the incorrect social setting. Errors in the social environment can lead to worker errors in the form of risky behavior, resulting in work accidents, injuries, or damage. Graph 1.1 depicts work accidents in Indonesia from 2017 to 2021.

Figure 1. Number of Work Accidents in Indonesia Source:



<https://www.bpjsketenagakerjaan.go.id/search-result.html>

According to the graph above, the number of work accidents in Indonesia has climbed yearly. The number has increased dramatically between 2017 and 2021. There have been 111,230 work-related accidents between 2017 and 2021. In Law No. 1 of 1970 concerning Work Safety, what is meant by a workplace is any room, whether it is closed or open, mobile or closed. So, work accidents happen to workers and must be anticipated by complying with applicable OSH regulations.

Occupational accidents and hazards to occupational safety and health remain high. It was discovered that for every 10,000 workers, there were 20 fatalities, resulting in losses of IDR 280 trillion, or 4% of Indonesia's GDP. According to the International Labour Organization (ILO),

around 6,000 daily work accidents result in fatalities. Data on work accidents in Central Java in 2016 were 1,903 cases, 1,468 cases in 2017, and 2,329 accident cases in 2018. Every year, the number of workplace accidents increases. The number of workplace accidents was recorded at 262 cases in 2021, a drop from 2,205 occurrences in 2019 but an increase from 211 cases in 2020 (Mahdi, 2022).

Based on the National Disaster Management Agency (BNPB) calculation, the Indonesia Disaster Risk Index (IRBI) in 2020, Purworejo was ranked 115th nationwide and second in Central Java Province with a high disaster risk class in 2020. The following is a summary of disaster reports received in Purworejo Regency in 2021:

Table 1. Annual Recap of Regional Disaster Management Agency (BPBD) Purworejo Regency Incident Report

No	Disaster	Description	Amount
1	Type of disasters		54
		Flood	7
		Landslide	23
		Wind Storm	19
		House Fire	3
		Miscellaneous	2
2	Number of Disaster Events		180
3	Victim		
		Deceased	2
		Minor Injuries	7
		Refugee	302
4	Category of Disasters		
		Major Disaster	11
		Moderate Disaster	12
		Minor Disaster	145
5	Estimated Damage Value (Millions)		1470.5
6	Number of People		1178

Source: BPBD Purworejo Regency

According to the data presented in Table 1, various disasters happened in 2021, including floods (7 occurrences), landslides (23 events), wind storms (19 events), and home fires (3 incidents). Many things can happen to employees in crisis management. The number of disasters and jobs with a high risk of work accidents creates a chance for employee work accidents. Thus, knowledge and attitudes are required to take action. According to an interview with the evacuation coordinator, Mr Sutriman, on September 19, 2022, there was a work accident experienced by BPBD personnel in early 2021. The incident occurred as personnel evacuated drowning victims in Summersari Village, Banyuurip District since the well was sufficiently deep and excessive wild plants caused employees to run out of oxygen. The employee was quickly rescued and transported to the nearest hospital by the crew.

BPBD employees are one component of the community that is protected and taken into account by BPBD to avoid work accidents. Personal Protection Equipment (PPE) is an essential piece of equipment that employees must use when working in a manner consistent with the level of work hazards and risks to keep themselves and others around them safe. Re-procurement is carried out to prevent work accidents during evacuation if the PPE possessed is no longer fit for use and endangers the safety of employees or those nearby. Workplace accidents are unwanted and unexpected happenings, frequently regarded as events without a cause, as though the event could not have been avoided. Employers might also be negligent by failing to implement the Occupational Safety and Health Management System (OSHMS), which can lead to workplace accidents. This worker sues the company to

receive administrative and criminal sanctions (Rojas et al., 2018).

Work accidents still occur among employees despite the implementation of OSH. Hence, preventive measures are required. The stages of work accident indicators identified by Domino Bird and Loftus (Amirah et al., 2013) are Control Management, Basic Causes, Immediate Causes, Incidents, and Losses. To avoid a domino effect, eliminating risky action cards is vital to preventing workplace accidents. By paying attention to these five signs, occupational safety and health can be attained in preventing employee work accidents.

METHOD

This study employs an inductive qualitative descriptive method, in which researchers serve as essential instruments in the research's implementation, allowing them to directly monitor the situation in the field and understand the phenomena and problems encountered before describing and analyzing the actual situation by collecting data and facts to conclude.

Purposive sampling strategies are used to choose study informants. Purposive sampling is carried out when the selected informant is believed capable and knows in full so that he can supply information as needed and accurate replies. In this study, researchers used 13 informants who were competent in providing information on the objects studied: 1) Chief Executive; 2) Head of Secretariat; 3) Head of Prevention and Preparedness; 4) Head of Rescue and Evacuation; 5) Head of General Affairs and Personnel Subdivision; 6) Financial Administration; 7) Provincial

Superintendent; and 8) Disaster Technical Personnel. The next step of data collection is the most essential in research because the fundamental purpose of a study is to obtain and collect data. Data collection techniques include interviews, observations, and documentation, while data analysis uses data reduction techniques, data presentation, and conclusion drawing.

RESULT AND DISCUSSION

Occupational Safety and Health (OSH) Concept

The concept of occupational safety (OSH) is a holistic approach that prioritizes efforts to prevent the risk of accidents and diseases that may occur in the work environment. OSH refers to a series of activities aimed at protecting the health, safety, and welfare of workers in the workplace. OSH principles include risk identification and evaluation, risk control, training and counseling, and continuous monitoring and assessment of OSH performance. The main goal of OSH in an organizational context is to create a safe, healthy, and productive work environment for all parties involved.

The organization aims to reduce (Koshy et al., 2019) the risk of work accidents, injuries, and illnesses that can harm both individuals and the company as a whole by prioritizing the safety and health of workers. OSH also aims to increase operational efficiency, reduce costs associated with worker absenteeism due to injury or illness, as well as strengthen the company's reputation and positive image in the eyes of the public; organizations can create a safety-oriented work culture, enhance the relationship between

management and workforce, and supporting the achievement of long-term business goals by ensuring worker welfare is a top priority through consistent and comprehensive implementation of OSH principles (Sánchez et al., 2017).

The concept of occupational safety also includes aspects of preventing and controlling risks that have the potential to threaten the safety and health of workers. This includes identifying various potential hazards in the workplace, such as dangerous chemicals, unsafe tools and machines, unsuitable environmental conditions, and other factors -ergonomic factors- that can cause injury. OSH principles also encourage the adoption of proactive preventative measures, such as employee training in the safe use of equipment, implementation of appropriate work procedures, and promotion of a safety culture at all levels of the organization (Mkungunugwa et al., 2022). The aim of implementing the OSH concept is to create a work environment that is proactive in identifying, overcoming, and reducing potential risks to minimize the incidence of accidents and work-related illnesses. OSH is not only a legal obligation for organizations but also a strategic investment that can improve employee welfare, productivity, and the long-term sustainability of company operations.

Factors that Influence OSH: Physical Factors, Psychological Factors, and Organizational Factors that Contribute to Work Accidents

Factors that influence occupational safety and health (OSH) can be grouped into three main categories: physical factors, psychological factors, and organizational

factors. The first factor is physical factors, including working environmental conditions, such as noise, extreme temperatures, exposure to dangerous chemicals, and physical fatigue. These conditions can increase the risk of workplace accidents and injuries if not managed properly. The second factor is that psychological factors play an essential role in OSH by influencing workers' behavior and decisions. Stress, anxiety, lack of motivation, and lack of concentration can reduce awareness and responsiveness to dangerous situations, thereby increasing the risk of work accidents. The last factor is organizational factors, including policies, procedures, work culture, and risk management in an organization (Hauke et al., 2018). Lack of management commitment to OSH, lack of adequate training, and inappropriate reward or punishment systems can hinder the effectiveness of an OSH program. A work culture that is less concerned with safety, as well as pressure to achieve high production targets without paying attention to OSH aspects, can also increase the risk of work accidents.

Other factors influence OSH, including social and cultural aspects in the work environment. Social factors include interactions between workers, communication in the workplace, as well as habits and norms that develop within the organization; for example, the habit of ignoring existing safety procedures or a lack of effective communication between various levels in the organizational hierarchy can increase the risk of accidents (Ajslev et al., 2022). Cultural factors also play an essential role, such as the values held

by the organization regarding safety, tolerance for violations of safety rules, and attitudes toward reporting incidents. A culture that prioritizes occupational safety and health and encourages respect for safe behavior will create a work environment that is more responsive to OSH efforts. In identifying and managing factors that influence OSH, organizations need to adopt a holistic approach, not only paying attention to physical and psychological aspects but also social and cultural aspects. By understanding and managing these factors effectively, organizations can create a better working environment. Safe, healthy, and productive for all its members (Abd Latib et al., 2016; Abidin et al., 2021).

Implementation of Occupational Safety and Health in Preventing Employee Work Accidents

Implementation of occupational safety and health (OSH) measures plays a central role in preventing employee workplace accidents and fostering a safe work environment. OSH includes a set of strategies and practices aimed at identifying, assessing, and reducing risks associated with work activities. This involves developing and enforcing policies and procedures designed to protect the health and welfare of workers in a variety of industries. One of the fundamental aspects

of OSH implementation is the identification and evaluation of workplace hazards, including physical, chemical, biological, ergonomic, and psychosocial factors (Bianchini et al., 2017; Kazanin et al., 2018).

Organizations can identify potential hazards and implement appropriate control measures to minimize the possibility of accidents and injuries by conducting careful risk assessments. Effective OSH implementation involves providing comprehensive training and education to employees, ensuring that they are equipped with the knowledge and skills necessary to work safely; this includes training on the correct use of equipment, emergency procedures, hazard recognition, and preventive measures.

Fostering a culture of safety within an organization is essential. It involves promoting open communication, encouraging employee participation in safety initiatives, and establishing accountability mechanisms to ensure compliance with OHS policies and regulations. Successful implementation of OSH measures requires commitment and collaboration at all levels of the organization, from senior management to field workers. The cause of an accident can reveal the application of employee Occupational Safety and Health:

Table 2. Accident Data of BPBD Employees of Purworejo Regency for 2020-2022

Workplace accidents occur while employees commute from home to work.				
No	Accident Risk	2020	2021	2022
	Traffic accident	-	1	-
Workplace accidents that occur to employees while they are working (at the office or on the field)				
No	Accident Risk List	2020	2021	2022
1	Electrocuted (during flood evacuation)	-	1	-
2	Sprained (during landslide evacuation)	2	1	1

3	Scratched Feet (during flood evacuation)	3	-	3
4	Fatigue at work (in the office and the field)	11	12	13
5	Inhalation of toxic gases (during evacuation)	-	1	-
6	Leg cramps (during flood evacuation)	4	2	3
7	Fractures (during evacuation)	-	-	-
8	Crushed by rubble (during evacuation)	-	1	1
9	Hit by a hot object (during evacuation)	-	1	1
10	Slipping in the office	1	2	3
11	Derailment during flood evacuation	2	-	-
12	Muscle injury (during evacuation)	-	4	2
13	Handicap	-	-	-
	Amount	23	25	26

Source: Structured interviews with BPBD employees

Structured interviews (Sugiyono, 2011) with 65 employees revealed that work accidents occurred both on their commute to the workplace and while working in the office or during an emergency evacuation. There were 23 work-related accidents in 2020, 25 in 2021, and 26 in 2022. Every year, the number of workplace accidents rises.

Using the work accident data above and Frank E. Bird's theory of Domino Loss Causation, the results of the analysis of the implementation of Occupational Safety and Health of Employees in preventing employee work accidents at the BPBD of Purworejo Regency are seen from the aspects of:

Control Management

One of the most crucial management functions is management control. Many workplace accidents can be caused by poor managerial control. The presence or absence of programs that promote OSH, the availability of Standard Operating Procedures (SOP), and the involvement of leaders in inviting staff to comply with standards all indicate the adoption of managerial control. The implementation of OSH is an endeavor to

reduce work-related accidents or diseases among employees.

The involvement of the leadership of BPBD Purworejo Regency in inviting and reminding employees to work in compliance with current regulations has demonstrated that management control is relatively reasonable. On the other hand, things could still be improved, such as inadequate SOPs, particularly OSH SOPs or SOPs for dealing with specific disasters such as floods, landslides, and fires. SOPs for dealing with diverse disaster situations should be in place, as each disaster has unique criteria and handling. Furthermore, no OSH program is in place to improve and sustain employee health throughout the Covid-19 pandemic.

Basic Causes

The presence of personal characteristics and professional factors are the two essential causative indicators. Personal variables that cause accidents include employees' lack of understanding regarding OSH, a lack of expertise, and employees' health issues. The findings of interviews with three BPBD employees demonstrated that they were already aware of occupational safety and health issues.

Knowledge of OSH remains the foundation for attempts to prevent employee accidents at work, even though OSH is also about enhancing physical, mental, and social health and establishing a safe, comfortable workplace to boost worker productivity. Employees learn about Occupational Safety and Health through socialization. Socialization helps employees recognize the necessity of caring for themselves and their health.

On Thursday, January 12, 2023, Dodi, the Provincial Manpower Supervisor, stated that "many people provide understanding about OSH by the industrial sector, while there has not been much socialization about OSH in the government sector. Although OSH must be a concern in both government and non-government organizations."

BPBD employees in Purworejo Regency receive Quick Response Force (QRF) training, which is attended by all employees to learn about the potential for future disasters, how to anticipate and overcome them, and codes of ethics and disaster management standards. Employees must be trained to gain expertise. As a result of training, employees will become more skilled at their jobs.

The study results demonstrate that the training provided by BPBD improves the understanding and expertise of BPBD workers about OSH. 65 BPBD personnel were recorded as having engaged in various technical pieces of training, technical guidance, and socialization. Workplace accidents can arise as a result of occupational circumstances. Work accidents can occur for reasons, including a lack of work support equipment, poor

maintenance and compliance with standards, and an inadequate OSH supervision system. Facilities and infrastructure are essential for providing efficient and optimal services. Employees will find it easier to fulfill their objectives if they can access complete facilities and infrastructure. The following BPBD facilities and infrastructure in Purworejo Regency have been severely damaged: tents, laptops, P.C. units, fans, and Atterberg cameras.

BPBD Purworejo Regency purchases products in 2022 and 2023 to fulfill the completeness and absence of infrastructure. The procurement of products carried out by BPBD Purworejo Regency is 19 types: 18 types of goods in 2022 and one type of good in 2023. Procurement aims to either complete or repair facilities and infrastructure that do not currently exist. As a result, personnel could operate optimally in providing community services.

BPBD Purworejo Regency, in addition to acquiring facilities and infrastructure, also performs maintenance to optimize the equipment age and protect the safety of user staff. According to the Purworejo Regency's BPBD Strategic Plan for 2016-2021, maintenance in 2016 was 82,000,000 with 9 EWS units, maintenance in 2017 was 97,884,000 with 19 EWS units, maintenance in 2018 was 97,900,000 with 21 EWS units, maintenance in 2019 was 145,497,500 with 21 EWS units, maintenance in 2020 was 100,479,000 with 21 EWS units, and maintenance in 2021 was 110,504,000 with 21 EWS units.

Work accidents can arise as a result of inadequate supervision mechanisms, in addition to insufficient facilities and

infrastructure. Supervision is required to ensure that all BPBD operations adhere to OSH requirements, allowing harmful conditions and behaviors to be identified early. According to the Head of BPBD, no particular OSH supervisory employees exist. In practice, staffing is implemented by the heads of their respective sectors who report tiered. Dodi, the Provincial Supervisor, reinforces the absence of OSH supervisors at the district level; supervisors are only found in provinces where the supervisory area encompasses multiple districts/cities. OSH supervision in the district/city could be more optimal due to an imbalanced number of supervisory staff with a broad scope of activity.

Immediate Cause

A direct work accident caused by risky behaviors and conditions is an immediate cause. Hazardous activities are created by employee acts that can lead to accidents, such as using non-standard PPE or a reckless attitude. There are issues with employees' awareness of their own and others' safety. As revealed by Wawan & Rachmad Purnawan, SE, in the case of flood disaster management, employees frequently disregard special shoes that are useful for protecting their feet from scratches or to avoid slipping. When searching for drowning victims, employees frequently overlook the use of lifebuoy. They believe that because they can swim, they do not need to employ buoys. Employees know the importance of using PPE as protective equipment to minimize accidents or occupational diseases.

Incidents

Incidents are unplanned events that can cause work accidents to employees,

resulting in injuries, occupational diseases, and fatal accidents. Accidents in employees might happen when they commute from home to work, while they are working, or when they return home from work. Many occurrences arise as a result of employees' reckless attitudes. Workplace accidents can happen everywhere, including on the way to work, while working, and on the way home. Things that require attention include being cautious, following regulations, and adhering to established standards to recognize potential mishaps to themselves or others.

Losses

Workplace accidents can result in both monetary and non-monetary damages. Losses, according to Ramli (2010), can be classified into two types: direct costs and indirect costs. BPBD Purworejo Regency has enrolled all 40 non-civil Servant employees in the Social Security Administrator for Employment (*BPJS Ketenagakerjaan*) to ensure their Occupational Safety and Health. Workplace accidents might also result in indirect damages. Indirect losses are frequently called hidden losses because they are included in invisible losses. The loss in question can be lost working hours and lower productivity since employees must rest for the recuperation process and inevitably reduced productivity owing to poor working conditions.

According to the preceding indicators, the application of OSH in preventing employee work accidents at BPBD Purworejo Regency is relatively excellent. According to the Management Control indication, leaders actively invite staff to observe regulations and work

consistently with SOPs. The SOP's deficiencies must be completed, and the health improvement program must still be re-implemented. All personnel have received training based on the primary cause indications to strengthen their knowledge. OSH implementation has yet to be supervised. Employee knowledge of their and others' safety is still low in direct cause indications; this mentality can be apparent in the irresponsible behaviors of personnel disregarding PPE.

Ensure safety

To mitigate future workplace accidents, the government of Purworejo Regency has implemented several crucial steps. These encompass routine risk assessments and safety audits to detect and resolve potential dangers. The government assures the proper functioning of machinery and adherence to safety procedures by performing regular inspections of equipment and work environments. This proactive strategy aids in identifying and alleviating dangers before their manifestation as accidents.

In addition, the government places great priority on the implementation of comprehensive training programs for personnel. These programs prioritize the education of personnel regarding workplace safety, the correct utilization of equipment, and emergency response protocols. Continuous education and training programs are customized to address the individual requirements of different positions within the organization, guaranteeing that all employees are adequately equipped to uphold a secure work environment. Moreover, the enforcement of stringent Personal Protective

Equipment (PPE) regulations and the building of safety barriers and guardrails are crucial measures implemented to safeguard workers from potential dangers. The government's objective is to provide a safe work environment and greatly decrease the frequency of workplace accidents in the future by promoting a culture of safety that encourages the reporting of unsafe circumstances without fear of retaliation.

Inhibiting Factors for Implementing Occupational Safety and Health (OSH) in Preventing Employee Work Accidents

Although the application of OSH in preventing employee accidents at BPBD Purworejo Regency is generally good, it is hampered by the following factors:

Weak Control Management

The BPBD Purworejo Regency can only partially execute health maintenance initiatives. Though health maintenance is crucial, knowing the degree of employees' health as a factor in disaster management and responsibilities is also essential. In other words, employees in good health will be dispatched to the field. Weaknesses in management control can be a significant factor hindering OSH efforts; this includes a lack of commitment and support from management towards the OSH program, an inability to identify and deal effectively with workplace hazards, as well as a lack of resources allocated to OSH, and no support management, effective implementation of OSH practices will be challenging to achieve.

No Occupational Safety and Health Management System (OHMS) is in place.

The absence of an Occupational Safety and Health Management System (OSHMS) can be a significant obstacle in efforts to prevent work accidents. OSHMS is a structured framework for identifying, evaluating, and controlling risks related to safety and health in the workplace. With a transparent and integrated OSHMS in daily operations, organizations may be able to implement consistent and effective OSH measures.

Employee understanding of PPE use still needs improvement.

Employee understanding of the use of Personal Protective Equipment (PPE), which still needs to be improved, can also be an inhibiting factor. PPE is equipment or tools used to protect employees from the risk of injury or exposure to dangerous environments in the workplace. If employees need to fully understand the importance of PPE or how to use it properly, the risk of workplace accidents may increase. Training and education about PPE need to be improved to ensure that employees can use PPE correctly and effectively to protect themselves. If OSH is implemented correctly, it can avoid and reduce the frequency of employee work accidents.

Factors such as weak management, absence of OSHMS, and lack of employee understanding about the use of PPE can become obstacles in implementing OSH and efforts to prevent work accidents in the workplace. Organizations need to address and overcome these factors by making improvements in management, developing a robust OSH management system, and increasing employee training and awareness

about the importance of occupational safety and health.

Efforts to Overcome Inhibiting Factors in the Implementation of Occupational Health and Safety (OSH)

To prevent employee work accidents, structured and measurable steps can be implemented, namely as follows:

Develop clear and detailed Standard Operating Procedures (SOP)

Developing clear and detailed Standard Operating Procedures (SOP) is an essential step in ensuring that occupational safety and health (OSH) procedures have been established and understood by all employees. This SOP should include steps to be followed in potentially dangerous situations, procedures for using personal protective equipment (PPE), and emergency actions to be taken in the case of an accident or OSH incident. Budget allocation for employee health care is also essential, as it includes maintenance of work equipment and facilities as well as funds for regular OSH training and counseling.

Involvement of each field head in carrying out supervision

The involvement of each field head in supervising personnel related to OSH is a proactive step in ensuring compliance with SOPs and good OSH practices. Through routine supervision and monitoring of work activities, field heads can identify potential dangers or risky behavior and provide necessary direction or improvements to employees. Collaboration between management and field staff in maintaining a safe work environment is critical to preventing accidents.

Organizing regular OSH outreach activities

Organizing regular OSH outreach activities is an effective way to increase employee awareness and understanding of the importance of OSH. These activities can take the form of seminars, training, or regular meetings held to discuss relevant OSH topics, introduce changes or improvements in SOPs, and share experiences or lessons from previous OSH incidents. Organizations can create a strong safety culture and minimize the risk of OSH incidents in the workplace by involving all employees in efforts to prevent work accidents.

Proactive steps, which include the preparation of clear SOPs, budget allocation for employee health care, involvement of field heads in supervising OSH personnel, and organizing OSH socialization activities, are effective strategies, and by implementing these steps consistently, organizations can create an environment safer and healthier work for all employees. Occupational safety and health is not only an individual's responsibility but also an investment in the productivity and well-being of the entire organization (Khoo et al., 2018; Purnomo et al., 2018).

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CONCLUSION

OSH implementation applies to businesses and government bodies because workplace accidents can happen to anyone and everywhere. As a result, an Occupational Safety and Health Management System (OSHMS) is essential. The Regional Disaster Management Agency of Purworejo Regency successfully applied OSH to prevent employee accidents. The leadership exercises management control by inviting employees to respect regulations and work following SOPs and giving technical training, counseling, and socializing to develop work abilities and skills. Weak control, lack of OSHMS implementation, and lack of PPE awareness remain hurdles. Several steps were taken to overcome challenges, including establishing a budget for employee health care programs in 2023, involving field supervisors in supervision, and socializing using PPE. The findings of this study can be utilized as comparison and reference material for future research by scholars interested in addressing the same topic.

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