

Implementation of Occupational Safety and Health in the Work Accident Prevention and Management System at Pt. Indonesia Power Steam Power Plant (Pltu) Barru Operation and Maintenance Services Unit

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Abstract

This research aims to determine the implementation of occupational safety and health in handling and preventing work accidents at PT Indonesia Power PLTU Barru OMU, and to determine the factors that influence the implementation of occupational safety and health at PT Indonesia Power PLTU Barru OMU. The research method used is a qualitative research method, data sources obtained by survey, interviews, observation and documentation. Data analysis uses data reduction, data presentation and conclusion drawing. The results of this research show that the implementation of occupational safety and health at Indonesia Power PLTU Barru OMU is very good and can prevent and overcome accidents in the workplace. And for factors that influence the implementation of occupational safety and health at PT Indonesia Power PLTU Barru OMU, namely communication, discipline and workplace environmental conditions which can influence implementation in preventing and dealing with workplace accidents.

Keywords: safety, work, health, PLTU, implementation

1. Introduction

Occupational safety and health is every person's dream. All workers certainly want to have good health. Unfortunately, almost all companies have risks. However, this does not mean that work risks cannot be controlled. From an K3 perspective, occupational risk is an interesting thing to take into account. Risks must be addressed and selected based on priority. Occupational safety and health can be pursued so that zero accidents become more certain.

The theme of work safety is perhaps as old as humankind. In essence, humans have a natural disposition and tendency to avoid pain. Since ancient times, humans have considered the possibility of accidents resulting from carrying out work. This starts when humans have activities or activities. In carrying out any activity, humans definitely do not want disasters or misfortunes. This system has been integrated into the human sensory system since he was able to think and feel the experience of 'pain.'

The instinct to avoid pain is indeed a gift from God. That way, humans will look for ways to prevent and avoid pain. Humans are equipped with reason, feeling and intention. Reason is used to understand threats and think of ways to deal with problems. Reason is a number of cognitive tools for understanding potential dangers and finding alternative prevention. Taste is a reader of danger signals that will attack.

Sensitive and sharp feelings become intuition. Intuition is a counterbalance to reason. If reason is not optimal in reading threats and risks from human activities, then intuition must work more. Intuition must convey the threat of danger so that the body responds to avoidance. When reason and sense are able to understand potential threats, then will will be driven by reason and will to make the right decision.

When the number of work accidents is increasing and coloring industrial dynamics in Indonesia, the term Occupational Safety and Health (K3) is an interesting term. This term is popular and must be mastered by

companies or industries. K3 must be a concern for companies. Workers have the right to receive K3 guarantees. Occupational safety and health do not actually come from an instant concept. Occupational safety and health are related to the welfare of life.

Occupational safety and health is the dream of every worker. No employee wants a work accident that causes illness or reduced physical function, for example disability. Occupational safety and health are not actually a gift. Occupational safety and health can be promoted. Before explaining the technicalities of occupational safety and health, it is first necessary to explain the definition of Occupational Safety and Health (K3).

Occupational Health and Safety (K3) is a form of effort to create a safe, healthy workplace, free from environmental pollution, so that it can protect and be free from work accidents which ultimately can increase work efficiency and productivity. Work accidents can not only cause fatalities, but also material losses for workers and employers. In fact, work accidents can disrupt the production process as a whole, damage the environment, and even have an impact on society at large.

If a work accident occurs in an industry, inevitably the production process will stop for some time. Other employees who see an accident that befell their colleagues will help their friends, and this will cut down quite a lot of work time. If work accidents occur en masse, the consequences will be even worse. Work accidents can indeed occur due to a lack of careful attitude on the part of workers. However, on the other hand, accidents can also be caused by the company's low attention and commitment to occupational health and safety.

Occupational Health and Safety (K3) is an inseparable part of the employment and human resources system. Occupational safety and health are not only very important in improving social security and welfare of workers. However, beyond that, occupational safety and health have a positive impact on the sustainability of work productivity. Therefore, the issue of occupational safety and health at this time is not just an obligation that must be paid attention to by workers, but also must be fulfilled by a work system. Work safety can motivate workers to work optimally. With a protection system for employees, the company will gain a positive image.

On the other hand, companies that pay less attention to employee safety and health will be known as 'naughty' companies. Companies that ignore K3 among their employees usually tend to be less liked. This shows a weakness in caring for employees. Companies that have a low commitment to K3 tend not to pay attention to work safety. Companies only think about profit, without thinking about welfare and preventing work accidents. Even if a work accident occurs, they will tend to perceive this as a common work accident and do not need to be responded to with tactical steps.

Occupational safety and health are part of humanization in the industrial world. Occupational safety and health are the benchmarks for whether the industry cares about its workforce or simply ignores it. Advanced companies actually try to guarantee occupational safety and health for employees. With the K3 application, companies will have work safety standards that enable employees to have work protection, both preventive and curative.

Since 1950, the international labor organization ILO and the World Health Organization (WHO) have had a common definition of occupational health. This was adopted by the ILO coalition at its first session in 1950 and revised at its 12th session in 1955. The main focus of occupational health is on three objectives, namely the maintenance and promotion of workers' health and work capacity, improving the working environment and making work conducive to safety, and occupational health, and developing work organizations and work culture in a direction that supports health and safety in the workplace so as to encourage a positive and smooth social climate.

The preventive K3 application is realized in the company's efforts to optimize workforce safety in carrying out their duties. Companies that are highly committed to K3 among employees will apply discipline for employees to use personal protective equipment according to their duties. In fact, the company will also provide conditioning to the workforce to comply with work safety standards in order to achieve work security. Curatively, companies or companies that are committed to K3 applications will handle work accident cases by connecting employees with BPJS Employment or other aligned guarantees.

Employment social security includes Old Age Security (JHT), Death Security (JK), Work Accident Security (JKK), and Pension Security (JP). JKK is a guarantee that provides compensation and rehabilitation for workers who experience accidents when they go to work until they return home or suffer from work-related illnesses. Employment social security is one of the efforts to handle work accidents in economic and social aspects.

At this time, occupational safety and health is not just an obligation, but has become a necessity for every worker and for every form of work activity. Companies need to implement occupational health and safety programs to reduce work accident rates. There are many factors and conditions that cause work accidents, such as lack of

maintenance of work equipment, equipment and work equipment that are no longer suitable for use. Technical matters like this can trigger work accidents if they are not paid attention to by the company. Therefore, companies that focus on HR should pay great attention to K3.

Work safety has actually existed since prehistoric times. With all kinds of limitations, humans in the past tried to save themselves. Past humans also tried to avoid risks. Security and safety is an undeniable need. In the era of gathering and gathering food, humans in the past implemented safety procedures even though they used simple methods.

In the stone and cave ages, which are also known as the paleolithic and neolithic ages, humans were familiar with the concept of personal safety. At that time, they made axes and spears that were easy to use. They have implemented ergonomic principles so that axes and spears do not cause harm when used. In terms of design, they modified the shape of the spear and axe. In general, they made axes and spears with a larger proportion of the ax blade or spear tip. This shape makes using an ax less of a hassle. With just a slight swing, the momentum generated is quite large. The reduced shape of the tool handle is intended for safety when using the axe.

In the time of the Babylonians, people made ax sheaths so that they were safe and not dangerous for the person carrying them. At this time, people are familiar with various types of equipment used to help their work. And, this increasingly developed when copper and atmosphere were discovered. The instinct to protect oneself has been strong from time to time.

In ancient Egypt, the exploitation of human resources was popularized through authoritarian policies. At that time, Pharaoh used his power to force his people to complete 'giant' works. He promoted slavery with very little sense of humanity. This is a major and long-lasting human exploitation. This exploitation involves many people as labor. At that time, work safety was given very minimal attention.

However, in the following period around 1500 BC, King Ramses II made work health and safety efforts. Although he commissioned work to build a canal from the Mediterranean to the Red Sea, attention was paid to the citizens. King Ramesses II even asked workers to build the Rameuseum 'temple'. To ensure that his work ran smoothly, King Ramses II deliberately provided free physicians and servants to maintain the health of the workers.

In subsequent developments, the prevalence of occupational health and safety continues to develop. In the Middle Ages, for example, payments and compensation were made to pay workers who experienced work accidents or died. Apart from that, during this period workers were obliged to wear masks as an effort to protect themselves.

The development of occupational safety and health efforts increasingly showed progress when Paracelsus began to introduce various occupational diseases, especially those experienced by mining workers. At that time, an expert named Agricola appeared who wrote a book entitled, "De Re Metallica." He has started efforts to control the dangers of lead in mining. It applies the principle of ventilation. This principle is still used today as an effort to maintain occupational safety and health for employees.

In the eighteenth century, concerns regarding occupational health and safety matured. This was marked by the presence of an expert named Bernardino Ramazzini who is an intellectual from the University of Modena, Italy. Ramazzini wrote a book that went viral at that time entitled, "Discourse on the disease of workers." Until now, Ramazzini's writings are still often used as references. Rumazzini succeeded in analyzing that there are big factors that cause occupational diseases, namely existing hazards.

In a company context, K3 has clear guidelines. Some guidelines for implementation in the workplace include Law Number 13 of 2003 concerning Manpower, PP Number 50 of 2012 concerning Occupational Safety and Health Management Systems, Government Regulation Number 50 of 2012 concerning Occupational Safety and Health Management Systems, Minister of Manpower Regulation Number 4 of 2012 1987 concerning the Occupational Safety and Health Advisory Committee (P2K3), and RI Minister of Manpower Decree No. 187/MEN/1999.

K3 is used to prevent incidents and accidents. Incidents are undesirable events (including near-misses) that can cause health problems, accidents, death, disease, injury, damage or other losses. Meanwhile, an accident is defined as an incident that causes fatal injuries or health problems. Previously, K3 would also identify dangerous events. Hazards are sources or situations that have the potential to injure or cause disease in humans, damage goods, damage the workplace environment or a combination of these things. Thus, it can be concluded that the K3 application is an analysis of conditions and factors that have an impact, or could have an impact, on the health and safety of employees or other workers (including contract workers, and contractor personnel, or other

people in the workplace).

Furthermore, K3 objectives arising from K3 policies must be achievable and measurable. Furthermore, the measurable results of the K3 management system related to the organization's control over environmental aspects and occupational safety & health risks based on K3 policies, goals and targets are called K3 performance. A statement by an organization of its intentions and principles relating to its overall OSH performance that provides a framework for action and for the determination of OSH goals and objectives manifested in an OSH policy.

2. Research Methods

The type of research used in this research is qualitative descriptive research which aims to explore the facts you want to know and then describe them as they are, without manipulating the data. According to (Sugiyono, 2017:2), research methods are basically a scientific way to obtain data with certain purposes and uses. Based on this, there are four key words that need to be considered, namely scientific methods, data, objectives and uses. Therefore, researchers chose to use qualitative research methods to determine how to search, collect, process and analyze the research data. The research used is descriptive qualitative research. Descriptive qualitative research is in the form of research using a case study method or approach. This research describes, the author will use a qualitative research type, namely a research method based on postpositivism or interpretive philosophy, used to research the condition of natural objects, where the researcher is the key instrument, the collection technique is carried out by triangulation (a combination of observation, interviews, documentation), the data obtained tends to be qualitative data, data analysis is inductive/qualitative, and the results of qualitative research are to understand meaning, understand uniqueness, construct phenomena, and find hypotheses (Sugiyono, 2017: 9-10).

This research describes the data that has been received, collects data obtained from the results of research in connection with that, in this paper it is about the implementation of occupational safety and health in the work accident prevention and control system at PT. Indonesia Power Steam Power Plant (PLTU) BARRU Operation and Maintenance services UNIT (OMU). Research Location: Research Location The location of this research was carried out in Bawasalo Hamlet, Lampoko Village, Balusu District, Barru Regency.

3. Results and Discussion

3.1 Implementation of Occupational Safety and Health in the Work Accident Prevention and Management System at PT Indonesia Power PLTU Barru OMU

Labor has a very important role and position as actors and development goals in the implementation of national development. In accordance with the role and position of the workforce, employment empowerment is needed to improve the quality of the workforce and their participation in development as well as increasing the protection of workers and their families in accordance with human dignity and dignity. Protection of workers is intended to guarantee the basic rights of workers or laborers and guarantee equal opportunities and treatment without discrimination.

Implementation is the process of implementing policy decisions made by company institutions which are directed at achieving the goals set in the policy decisions. The policy service process begins when policy objectives have been determined. The success of a policy can be seen if the stated objectives have been achieved and have an impact on improving conditions for the intended targets.

The occupational safety and health program is a movement or policy taken by a company whose target is the workforce with the aim of providing a sense of security in carrying out their respective jobs, such as the occurrence of work accidents which can be detrimental to the workforce and the company itself.

Based on the results of interviews and observations conducted by researchers, information was obtained that the implementation of occupational safety and health in the work accident prevention and management system has been well realized due to the discipline of the workforce in implementing policies such as the K3 SOP provided by the company.

PT. Indonesia Power PLTU Barru OMU is trying to carry out developments in terms of implementing K3 such as improving communication / coordination between various workforce parties. The development referred to here also includes always socializing the implementation of K3 such as appeals and K3 templates.

K3 templates have been installed at several points in the work space and several machines for occupational safety and health to avoid accidents and violations at work. K3 training takes the form of simulations provided by the K3 Team to hone employee alertness in emergencies. With K3 training, the risk of K3 work accidents decreases and employee alertness during emergencies begins to increase.

The company is aware that potential dangers at the production site can result in work accidents or work-related illnesses. Thus the company is committed to implementing occupational safety and health. The implementation of occupational safety and health can be reflected in several policies implemented such as:

a. Accident insurance

This guarantee is in the form of a guarantee provided by the company to employees who experience work accidents. This guarantee is in the form of guarantees for medical costs, rehabilitation of work accident victims, etc.

b. Life insurance

will generally cause financial losses to the family left behind. These losses include losses due to medical costs during illness to funeral costs. Death insurance is intended for the families of victims left behind.

c. Health care insurance

This guarantee is intended for workers to overcome health problems. This guarantee starts from guarantees for services at health clinics, hospitals, the need for assistive equipment and sacrifices that have been appointed by the company.

The company itself has made efforts to anticipate the occurrence of work accidents and occupational diseases by providing free personal protective equipment tailored to workers' needs. Apart from that, the company also tries to provide information about occupational safety and health at production sites and the efforts of superiors to always reprimand workers if there are violations.

The following is an application of the use of personal protective equipment found in production sites, as follows:

a. Face mask

This mask is provided by the company to all employees of PT. Sumber Graha Sejahtera (SGS LUWU). The use of cloth masks was chosen because they are soft and effectively filter the air from wood dust at the production site.

b. Helmet

Currently, the company provides head protection in the form of helmets to several employees whose parts of the workplace require helmets. Which functions to protect the head from impacts, blows, or falls from sharp and heavy objects flying or sliding through the air.

c. Gloves

These gloves are provided by the company to employees to withstand hot materials and when gluing.

d. Earmuffs

Ear protection equipment is used to protect the quality of workers' hearing due to noise. The company itself has provided ear protection equipment in the form of earplugs and earmuffs. Earplugs or earplugs are ear protection devices made of rubber by inserting them into the ear canal. Meanwhile, an earmuff is an ear protection device that functions to cover the ears.

e. Shoe

Safety shoes or safety shoes are one of the PPE that must be provided by companies for their workers to create K3, these shoes must also meet Indonesian National Standards (SNI) and pass trials.

Apart from Personal Protective Equipment, the company is aware of the fire dangers that exist in the workplace by providing fire prevention efforts such as light fire extinguishers (APAR) and hydrants. And also, when a work accident occurs, the company also prepares a medical clinic within the company and an ambulance if there are workers suffered serious injuries as a result of an accident at work.

3.2 Factors that Influence the Implementation of Occupational Health and Safety at PT Indonesia Power PLTU Barru OMU

To find out what factors influence the implementation of occupational safety and health at PT Indonesia Power PLTU Barru OMU, based on the results of a survey conducted by researchers, it was found that the influencing factors are workforce participation in taking part in realizing this implementation, communication that needs to be maintained or improved to avoid miscommunication which could cause losses to both the workforce and the company, discipline must be improved, and workplace conditions must always be maintained.

In the field findings, researchers found that the implementation of occupational safety and health in the work accident prevention and management system at PT Indonesia Power PLTU Barru OMU has gone well, as per the previous goal, namely the implementation of occupational safety and health for workers, such as discipline in using personal protective equipment. Meanwhile, the factors that influence the implementation of occupational safety and health at PT Indonesia Power PLTU Barru OMU are very good at maintaining the implementation and this is further emphasized according to Purwanto (R Nofriandi: 2017) , regarding there being several factors that influence whether it is successful or not.

An implementation process includes:

- a. The quality of the policy itself.
- b. Adequacy of policy input
- c. The accuracy of the instruments used to achieve policy objectives
- d. Implementor capacity (organizational structure, HR support, coordination, supervision, and so on).
- e. Target group characteristics and support
- f. Environmental conditions.

3.3 Implementation of K3 in the Barru Pltu Generation Services Unit

The K3 application must run in each company. To make it easier to understand the K3 application, this chapter will present the K3 application at PT Indonesia Power. This company is interesting as a model of a company that is highly committed to K3 applications. The K3 application at PT Indonesia Power is a form of humanistic SMK3 practice and is able to increase worker loyalty. Historically, PT Indonesia Power is the Barru PLTU Generation Services Unit managed by PLN (Persero) which has been operating since 2012. PT Indonesia Power is the main provider of electricity supply with a capacity of 2x50 MW to meet the need for electricity in the South Sulawesi area. In 2014, the Barru PLTU Generation Services Unit was handed over to PT Indonesia Power as asset manager which was previously managed by PLN (Persero). The change in company status mentioned above was submitted directly from PLN (Persero) to PT Indonesia Power.

Indonesia Power is a subsidiary of PT PLN Persero which was founded on October 3 1995 under the name PT. PLN Pembangkitan Java Bali I (PT. PJB I). On October 8, 2000, PG BT changed its name to a pure business-oriented independent power generation company. The company's main business activity currently focuses on providing electricity in various services that provide electricity generation. Indonesia Power acts as a provider of power plant operation and maintenance services that operates plants spread across various points in Indonesia. Apart from managing generating units, Indonesia Power has 5 subsidiaries, 2 companies (joint venture companies) one associated company, 37 companies (affiliates of subsidiaries) to support the company's strategy and business processes.

In 2020, PT Indonesia Power served its subsidiaries engaged in the development of newly formed energy (EBT). PT Indo Energi Hijau is developing a rooftop solar power plant built in the PT generation unit. Indonesian Power. In its business processes , Indonesia Power has a clear structure.

Organizational structure is an arrangement and relationship between each section and position within a company that work together to achieve company goals. The organizational structure of PT Indonesia Power is a formal organizational structure. At the top of the organization, there is a main director who oversees the director of development and commerce, director of operations I, director of operations II, director of finance, and director of human resources and administration.

The steam power generation process is supported by coal as fuel for the steam formation process with a boiler which will later produce superheated steam which rotates the turbine and drives the generator which converts mechanical energy into electrical energy. When you imagine this, you will imagine how important K3 is in everyday life. Next, the K3 application at PT Indonesia Power will be explained in the sub-chapter below.

3.4 Ability and Competency Training

Competencies for all personnel are identified periodically to determine required training. The required training implementation program is prepared. Once prepared, an effectiveness evaluation is carried out. Capability and competency training programs are designed to ensure that all personnel have a significant impact on the environment, some even have functions relevant to K3. Personnel who have received adequate training are expected to have knowledge and awareness of:

1. The importance of compliance with K3 policies and procedures.

2. Both actual and potential K3 consequences of activities.
3. Benefits in occupational safety and health.
4. Increasingly have roles and responsibilities in achieving conformity with K3 environmental policies and procedures.

Training on K3 skills and competencies is expected to have potential consequences for deviations from specified operating procedures. Furthermore, appropriate records are maintained regarding education, experience, training, and qualifications of personnel. Guidelines regarding this training are further explained in detail in PP Number 50 of 2012 Element 12 Ability and Skills Development.

3.5 Communication, Consultation and Participation

Communication, consultation and participation in K3 are very necessary to support the effectiveness of K3 applications. Good communication will encourage optimal coordination. Meanwhile, good consultation will encourage the existence of one command in handling cases. Above all, employee participation in K3 applications is very important.

PT Indonesia Power UJP PLTU Barru establishes and implements procedures to accommodate internal communications at all levels and functions of PT Indonesia Power UJP PLTU Barru. Thus, the company is open to receiving, documenting and responding to relevant communications from external related parties related to K3 risks to be recorded and accepted, followed up and responded to. All information related to K3 is received by PT Indonesia Power UJP PLTU Barru through administration, operations, maintenance, procurement or the P2K3 secretary.

The P2K3 Chair and related managers will respond to the K3 issue if it is relevant. All managers are responsible for communication in their work area and ensuring that information is conveyed to all personnel in their field as needed. Furthermore, companies through the P2K3 Institute must always improve K3 performance through employee participation and consultation from internal companies and related external parties. All employees have a duty to care and participate in communication.

PT Indonesia Power UJP PLTU Barru communicates K3 information using various media, methods and technologies. The hope is that various media can convey messages effectively to all parties who need to receive information regarding the implementation of the Occupational Safety and Health Management System (SMK3). Various methods of K3 communication are carried out through meetings, Whatsapp groups, notice boards, and direct socialization.

In response to this, employees and workers are involved in creating and reviewing policies and procedures to manage existing risks. Workers are also involved in a briefing program before starting work. In addition, workers are also involved in hazard identification, risk assessment, and establishing controls. Workers are also involved in investigating K3 incidents and problems. They also receive information if changes occur that affect occupational safety and health. As a positive response, workers demonstrate good occupational safety and health.

In this case, the company involves all personnel under the company's control to play an active role in participation and consultation regarding the implementation of K3 in the workplace. Personnel participation and/or consultation is carried out in groups or individually. Group participation can be carried out through regularly or non-routinely scheduled meetings by the company or P2K3 secretary regarding the implementation of K3 in the workplace. Meanwhile, individual participation and/or consultation can be carried out through communication by contacting the P2K3 secretary directly. Communication can also be carried out through other media prepared by the company. Participation and/or consultation also involves external parties such as visitors, guests, contractors and suppliers as well as third parties who collaborate with the company.

3.6 Indonesia Power K3 Management Application and System

Application is an important process in a policy or program that has been created for a particular institution, organization, or group of bodies. The results of the policies or programs that have been created will be seen through the application results. This is done to see whether a policy or program is on target in maintaining the rhythm of the expected goals. PT. Indonesia Power PLTU Barru OMU, which is a company operating in the electric power supply industry, has a K3 program as an effort to support work activities. In measuring the success of PT's K3 program application. Indonesia Power PLTU Barru OMU can be viewed from several factors, namely communication, resources, disposition and bureaucratic structure.

3.6.1 Communication

The smooth running of activities and programs or policies is not always related to communication elements. The

failure and success of a program can be reviewed by the quality of communication from a particular institution, body, company or group. In the communication aspect, Indonesia Power PLTU Barru OMU really hopes for good communication for the smooth running of the K3 program. This is in line with what Rahmat Kamaruddin, who is the Senior Environmental K3 Supervisor at PT. Indonesia Power PLTU Barru OMU. According to him, work communication is an important thing that needs to be implemented well.

Communication must be done well, especially when talking about K3. This has been considered as support in helping the smooth rhythm of K3. For example, if success or problems occur, it is all greatly influenced by how the communication relationship has been going so far.

Communication influences the results of the program, which is true. Programs that serve as the first substance for the creation of good activities will be influenced by communication to achieve the expected goals and problems that can be overcome early on. The statement above is also the same as what was conveyed by one of the PT Indonesia Power PLTU Barru OMU staff employees that communication is something that needs to be considered properly as a work support.

Communication is very important in the program implementation process, especially K3. As a work safety support program, communication is very necessary and must be paid attention to. If communication does not work well, it will affect the quality of work and even work safety. In general, each company unit, agency or institution has a different level of work activity. Some have a high level of work safety, some have a low level. Communication greatly influences work activities. The statement above is also supported by other informants who stated that in implementing a policy, communication has an important role. Communication is not only done directly, but also indirectly.

All units in the corporate sector consider communication to be important to implement. Communication must be carried out every day for smooth K3 or work safety. Don't let communication go unnoticed and ultimately cause certain problems for employee work safety. It can be concluded that communication is very important for the application of occupational safety and health in the prevention and management of work accidents at PT Indonesia Power PLTU Barru OMU. When there is unclear communication or lack of control, work activities at PT Indonesia Power PLTU Barru OMU will give rise to bad problems related to work safety.

3.6.2 Resource

The existence of policies or programs that are created will also be supported by the state of the resources owned by a particular agency, company or institution. The resources referred to in this case are people and the equipment and tools they own. Reality shows that PT Indonesia Power PLTU Barru OMU is sufficiently supported by the existence of good Human Resources (HR) and existing supporting equipment.

Based on the observation results, the use of Personal Protective Equipment (PPE) at PT Indonesia Power PLTU Barru OMU is connected to health workers who help handle K3 in dealing with work accidents. This was expressed by staff employees at PT Indonesia Power PLTU Barru OMU. Apart from preparing PPE, the company also prepared APAR, hydration, first aid, and also health workers to help the unit work in controlling employee health. Especially during Covid, PPE is very important. In line with the opinion above, Kaharuddin also said that apart from PPE, the important thing to avoid work accidents is the health of the workforce.

Workers at PT Indonesia Power work hard, and use a lot of energy. So, the company provides health workers and even food is regulated by doctors so that you can have balanced nutrition. Meanwhile, when something undesirable happens, such as an accident, there are steps to help.

When an unsolicited incident occurs, the company takes steps such as K3. The company will go to the field to check the severity. If it is serious, the employee will immediately be rushed to the nearest hospital. However, if it is only a minor injury, first aid is usually only given or taken to the health room. When this happens, the victim's friends must respond quickly, such as reporting that a work accident has occurred to the operator and operator. Reports are addressed to the K3 section.

The condition of resources at PT Indonesia Power PLTU Barru OMU is quite good. This is because PT Indonesia Power PLTU Barru OMU already has a place and method for handling work accidents, such as medical services. However, these resource conditions must be supported by the company's commitment to helping improve working environmental conditions. Don't let the resources that are already available well not be utilized optimally. The policies or programs that have been created must be supported by the quality of existing resources and expertise as well as the quality of health of human resources. The existence of good human resource factors which are also supported by health accommodation has provided good guarantees for the smooth running of the PT Indonesia Power PLTU Barru OMU K3 program.

3.6.3 Disposition

The success of the policy or program implemented is influenced by the commitment and willingness of various parties in implementing a program. Even though there is a good policy or program, if there is no commitment or support to help make it a success, the program will not have the impact of the expected changes. In general, employees at PT Indonesia Power PLTU Barru OMU also hope that Occupational Health and Safety (K3) will run well without any undesirable incidents. Moreover, there are already supporting resources that can be said to be well available.

Employees really support and hope that the prevention and management of work accidents can run well. The hope is that something untoward will not happen. Commitment to implementing the K3 program is something that needs to be implemented as an effort to ensure employee safety. The above statement accentuates the urgency of the commitment that PT Indonesia Power PLTU Barru OMU needs to implement to protect employees at work.

Working during a pandemic is something that is quite profitable for employees. So, employees hope that activities can run well in the company, especially in the aspect of handling Covid-19. Employees try to carry out protocols as specified. This indicates that employees have the will to prevent accidents and work health, especially in handling Covid 19 which will affect the smooth running of health. Commitment to K3 is demonstrated by PLTU Barru OMU by ensuring employees behave healthily and also checking employee health.

4. Conclusion

4.1 Implementation of K3 in Handling and Preventing Work Accidents

Implementation is one of the important processes in a policy or program that has been created for a particular institution, organization, or group of bodies. The results of the policies or programs that have been created will be seen through the results of their implementation. This is done to see whether a policy or program is on target in maintaining the rhythm of the expected goals. PT. Indonesia Power PLTU Barru OMU, which is a company operating in the electric power supply industry, has a K3 program as an effort to support work activities. In measuring the success of implementing a PT K3 program. Indonesia Power PLTU Barru OMU, can be viewed from several factors, namely communication, resources, disposition and bureaucratic structure.

a. Communication

The smooth running of activities and programs or policies is not always related to communication elements. The failure and success of a program can be reviewed by the quality of communication from a particular institution, agency, company or group. From the results of observations and interviews conducted by researchers, it is clear that PT Indonesia Power PLTU Barru OMU really hopes for good communication for the smooth running of the K3 program.

b. Resource

The existence of policies or programs created will also be supported by the state of the resources owned by a particular agency, company or institution. The resources referred to in this case include people and equipment and equipment owned. This is clear. At PT Indonesia Power PLTU Barru OMU, in fact, it is sufficiently supported by the existence of good human resources and existing supporting equipment.

c. Disposition

The success of the implemented policy or program is also influenced by the commitment and willingness of all parties in carrying out a program. This is because even though there is a good policy or program, if there is no commitment or support to help make the policy or program a success, it will not have an impact on the expected changes. In general, at PT Indonesia Power PLTU Barru OMU, several employees also hope that work health and safety will run well without any undesirable incidents. Moreover, there are already supporting resources that can be said to be well available.

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