

Relationship between Management Commitment with Worker Safety Performance in PT. Gunawan Dianjaya Steel Tbk Surabaya

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Abstract- Occupational health and safety will not run as a goal without the intervention of any form of management-planned effort to manage it. Initially work accident caused by a lack of management control of the company in the form of low commitment of management in an effort to implement the company OHS. The purpose of this study to analyze the relationship between management commitment with worker safety performance. The study was conducted in 2016. Researchers study design using analytic observational with cross sectional design. The population of this study consisted of 115 workers and the samples consisted of 39 workers. The result of this study showed that there was correlation between management commitment with worker safety performance. Results suggest that management should develop and implement the promotion of OHS in the company, either through socialization or make posters and leaflets about OHS in general.

Index Terms- safety performance, management, commitment

1. INTRODUCTION

Occupational Health and Safety (OHS) is a program that is based on a scientific approach in efforts to prevent or minimize the occurrence of hazards (hazard) and the risk of disease and accidents, as well as other losses that may occur. Implementation OHS aims to guarantee every worker the protection of safety and health both physically, socially and psychologically to work and the work environment so as to avoid workplace accidents (Mangkunagara, 2002). The research results National Safety Council (NSC) in 2011 showed that 88% of causes of accidents caused by human factors (unsafe Action), 10% mechanical and environmental factors (unsafe condition) and 2% of unknown cause. Data that has been mentioned above is in line with research conducted Riyadina (2007) concerning occupational accidents and injuries suffered by industrial workers in the Jakarta area which resulted in the conclusion that the accident most often occurs in the steel industry, namely the eye intruding object (gram), crushed and pinched by items. Factors causing accidents caused by two main things that worker behavior dangerous (unsafe act) and hazardous working conditions (unsafe condition). Several studies have shown that human behavior factor occupies a very important position against occupational accidents is between 80-85% (Suma'mur, 2009). Peterson (2000) revealed that the incidence of workplace accidents occur as a result of the existence of inequality management system, while unsafe action

and unsafe condition is basically the result of inequality. The theory gives directives to make improvements to the direction of the management system are realized by establishing and implementing safety management systems overall. Bird and Germain (1986) suggest underlying cause or origin of accidents caused by lack of management control company in the form of low commitment of management in an effort to implement OHS in the company, resulting in the emergence of risks to workers and the working environment. The organization's management is responsible for all business activities, including health and safety aspects arising out of the process or its operating activities.

Aspects OHS will not run as a goal without the intervention of any form of management planned effort to manage (Ramli, 2010). Marsh et al. (1998) found that behavioral interventions workers is determined by the commitment of the management. Management commitment is a specific element that directly affects the activity of workers. Bird (2003) committed an intention or resolve to implement something that is a very strong impetus to achieve the goal. Determination and that desire will be reflected in the attitudes and actions related to OHS. Without the commitment of all the elements in the organization, especially the leaders, the implementation of OHS will not run properly.

Research Poter and Steers (2013) shows that the commitment of the program OHS high influence

on the high level of worker performance. In line with the research Abudayyah et al. (2009) in his research that says there is a statistically significant relationship between management commitment to safety performance (safety performance) of an organization that is seen from a safe behavioral changes at work, the degree of injury and morbidity rate. Safety performance of an act or behavior that demonstrates the willingness of workers to promote safety and health of themselves and the wider community and the environment at each job (Burke et al, 2000). Safety performance is defined as the quality of jobs related to safety. Improved worker safety performance within an organization can reduce the risk of accidents through the implementation of safe behavior at work at all levels in the workplace. Dominic in 2009 has examined the influence of top management commitment to the safety performance of the 106 workers at the PT. X. From these studies showed that top management commitment has significant effect on safety performance. The better the commitment of top management to the workers 'safety performance, it will lead to better the workers' safety performance. In contrast with the commitment of top management that will lead to poor lower the workers' safety performance.

The formation of good management commitment can shape behavior change work so that workers formed workers 'safety performance is realized with workers' awareness of safe behavior at work, so as to reduce the potential for accidents caused by unsafe action. The statement was reinforced by research Tjahjana (2006) that the commitment of top management role in the success of lowering the accident rate. This may imply that the commitment to good management can improve worker safety performance.

2. METHODS

This study used a cross-sectional study design. Populasi in research is all workers who work on the morning shift at the factory in PT. Dianjaya Gunawan Steel Tbk Surabaya by 115 people. Calculation of the sample using the formula of correlation hypothesis test samples for this research study look at the relationship between variables. The sample in this study is 39 workers. Techniques of data retrieval is done by using filling the questionnaire.

Safety performance is the dependent variable and management commitment is the independent variable. Logistic regression analysis is used to determine the relationship between management commitment with worker safety performance. The results were considered statistically significant if the p-value of <0.05.

3. RESULT

Based on the data in Table 1 it is known that the respondents consisted of 20-50 years of age were included in the population who are of working age. The education level of respondents minimal SMP which may mean that respondents are able to analyze and evaluate information and regulations applicable in the working environment of respondents. The tenure of the large respondents over 10 years so as to understand the application of management's commitment on the application program in the OHS company.

Table 1. Characteristics of Respondents in PT. Dianjaya Gunawan Steel Tbk Surabaya 2016

Characteristics of Respondents	Frequency	Percentage (%)
Age		
20-31 years	7	17.9
32-43 years	8	20.5
44-50 years	24	61.5
Level of education		
SMP	2	5.1
SMA	34	87.1
Sarjana	3	7.6
Working Time		
<5 years	7	17.9
6-10 years	2	5.1
>11 years	30	76.9

Relations dependent and independent variables are shown in Table 2. The relationship of these variables are viewed using logistic regression test values.

Table 2 Relationship Management Commitment With Safety Performance

Variable	r	Significance
Management Commitment	0,458	0,002

According to the table two statistically independent variables and the dependent variable has a significant relationship with the p value 0.002 <0.05.

4. DISCUSSION

Program Occupational Health and Safety (OHS), in the workplace is a commitment and a responsibility of the company or owner of the company to the workers. OHS management system implementation in the workplace, in addition triggered by internal factors, also driven by external factors the

government implemented their obligations. In line with Government Regulation (PP) 50 of 2012 Article 5, paragraph 1 of SMK3 (Safety Management System and Occupational Health) certifying that every company must implement SMK3 in his company. OHS management system in the company expected the company is able to protect workers from the risk of accidents in the workplace.

Work accident is an event that is unplanned and uncontrolled reaction of an action or an object, material or those that result in injury or possible other consequences (Heindrich, et al, 1980). There are five main elements in the whole system is a system of companies that are interrelated to one another. In the event of any inaccuracies or lack of conformity in the interaction, then the whole system will be disrupted so that it will lead to the accident scene. The fifth element of the system is a management company, people, equipment, materials, and work environment (Suma'mur, 2009).

There are eight (8) the principles that underlie the development of OHS, one of which is the Management is responsible. The responsibility can be committed, caring, leadership and full support for the efforts of occupational safety and health in the company (Ramli, 2010). Application of the company OHS program requires a commitment of management as a key element in the implementation process. Element management commitment refers to the first element Regulation No. 50 of 2012 on the Development and Maintenance Commitment covering OHS Policy, Responsibility and Authority for Action, A review and evaluation, as well as the involvement and consultation with Labor.

Management commitment is an important requirement of the OHS management system implementation in the organization. Management commitment about OHS is a real form of companies concern to OHS are set forth in a written statement containing the principal company policy regarding the implementation of OHS in the organization (Ramli, 2013). Barling and Zacharatos (1999), Hofmann & Morgeson (1999), and Zohar (2000) pointed out that leadership is one of the main factors of the safety performance of workers. Leaders have an important role in shaping the environment of the workplace unharmed in the organization and motivating workers to have a good safety performance. Barling and Zacharatos (1999), states that the role of management, including the factors that influence the safety performance of workers, where management commitment must be established and signed by the top leaders in the organization, so that everything associated with the program OHS given support by the leadership of companies that make up the program OHS that both the company and motivate workers to behave or have a good safety performance.

Based on the analysis of research, most of the workers' understanding about the commitment of the management of the company has been good. Implementation of a commitment of the OHS program management requires the support of all management levels and workforce involvement. The success of the program depends on the commitment OHS all levels and functions within an organization and most of the top management (Rundmo & Hale, 2002). But based on interviews and observations that do not all elements of management commitment to PP 50 in 2012 met by the company. Still not optimal implementation of elements of management commitment and documents related factors that inhibit the implementation of OHS program.

According to the research there is a relationship between management commitment to worker safety performance, it is in line with research Porter and Steers (in Hapsari, 2013) showed that a high commitment affect the high level of performance. Besides someone who has a high level of commitment towards the organization tends to remain a member in a relatively long time. In line with the research Abudayyeh et al. (In Kismaningrum, 2009), states there is a statistically significant relationship between management commitment to the safety performance of an organization that is seen from the level of injury and morbidity (injury and illness rate).

According to Reason (1997) in Tarwaka (2014) the power to push management can influence the attitudes and behavior of worker safety consists of several things, one of which is a commitment. The commitment and involvement of top management and line management team is the most fundamental and most important in mobilizing the participation of workers at all levels of the organization. This will ensure an integrated OHS both at the organizational level as well as groups. Another strength to push management can influence the attitudes and behavior of worker safety is the competence and awareness. Competence refers to the technical competencies needed to achieve safety goals. This is closely related to the quality of the organization's safety information system. For example, the accuracy of the information collected, by disseminating information, and so forth. Awareness refers to the correct awareness of the potential dangers that threaten the facility's operation.

5. CONCLUSION

Based on the results of this study can be concluded that there is a relationship management commitment to worker safety performance. Further commitments are there to be followed by socialization OHS.

6. SUGGESTION

Companies should establish and implement promotions OHS in the company, either through

socialization or make posters and leaflets about OHS in general. The socialization activities that support can improve the safety of the safety climate in the company.

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