

# Relationship Between Individual Attitude Toward Safety With the Intention of Near-Miss Reporting In Container Terminal Operation

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**Abstract-** The issue of safety is a serious problem in the container terminal operation. There are various existing safety risks such as cargo and property damage or loss, personal injuries, and collisions. Such losses can be prevented by applying near-miss event reporting system. The purpose of this study to analyze the relationship between perception workers about management attitude toward safety with the intention of near-miss reporting in container terminal operation. The study was conducted in 2016. Researchers study design using analytic observational with cross sectional design. The population of this study consisted of 332 workers and the samples consisted of 5 container crane operators, 13 mechanics, and 44 workers unloading. The result of this study showed that there was correlation between perception of management attitude towards safety with individual attitudes toward safety. Results suggest that container terminal's management should socialize near-miss and hazard report in order to improve reporting near-miss of workers..

**Index Terms-** safety, near-miss report, management

## INTRODUCTION

The issue of safety is a serious problem in the work area pier. OSHA (2001) in Lu and Yang (2008) revealed that the number of workers who died more than 100 events and numbers nearly 95,000 injuries occur each year in the container terminal in the United States. Workplace accidents, unsafe action and unsafe condition occurred because of an error in the management system. Zohar (1980) found that employee perceptions regarding the manager's attitude toward safety is the most important predictor of the safety climate, while the employee's perception is influenced directly by the company's management attitude to safety. Management's attitude toward safety is the important role played by management in ensuring the safety organization. The attitude of management referred to in this research is a form of action which has been done related management reporting activities near misses.

According to Bird and Germain (1996) near-miss an incident where there was no property damage and no injuries sustained, where if there is a change of time and position, damage and / or injury could easily happen. Near-miss can also be interpreted as an unplanned event that did not result in injury, illness, or damage but has the potential to happen. Only luck moment in the chain of events that prevent injury, death or damage occurs.

Research has shown that there is a relationship between the number of near-miss and the number of

accidents within an organization. This relationship is often described as a triangle, where the bottom consists of all near-miss and the upper part consists of accidents (Jones et al., 1999). That relationship explains that in every case of occupational accidents resulting in serious injury, there were 10 cases of minor injuries, and 60 cases of property damage.

Bird (1982) argued that according to a study of 2 million accidents in the US, he earned comparisons between fatal accidents, minor accidents, property damage, and the incidence of near misses (near misses). In theory it is stated that if we want to prevent fatal accidents, then we should be able to reduce the number of near misses, accidents possessions, as well as minor injuries arise. This is where the key to the prevention of accidents, which we began investigating the causes of the accident to essentially because at the time of the accident is only at the stage of minor injuries or minor severity.

Thus, prevention near-miss plays an important role in predicting and preventing accidents in the organization. Every fatal cases occurring near-miss figures are much higher. The management company shall conduct and develop a "near-miss management system" to reduce the risk of fatalities and improve safety levels of workers. The number of recording and reporting near-miss can prevent the occurrence of serious incidents (Phimister et al., 2003).

Accident investigation should be focused on either the light or heavy accident, in order to prevent serious or fatal injury. An investigation of near misses will also bring benefits for accident prevention system

as a whole. However, the investigation of accidents related to the reporting. With the reporting of the accident will be investigated. Therefore it is, so the slightest accident reporting is considered important (Sarwono, 2002: 292).

According to the ILO Practical Code, reporting is a procedure that is implemented in the national laws and regulations and practices in the company, so that the workers report to their supervisor, a competent person, or other entity that determined the information about these events and other malicious. The workers and their representatives should be given appropriate information by the employer about the rules for recording, reporting, and notification of information about accidents and occupational diseases.

Reporting near-miss not a legal requirement but by using existing information will make health and safety a better. Near-miss report (each time or periodically) can prevent an event happening again. Near-miss recording can also help identify weaknesses in operational procedures, the same working conditions are less secure. Overview near-miss recording from time to time provide many lessons that can be taken to manage hazards.

The purpose of this study to analyze the relationship between employee perceptions of management's attitude towards safety with the intention of reporting near-miss workers at Container Terminal Operation.

**METHODS**

This study used a cross-sectional study design. Population in the research is to all workers in Surabaya Container Terminal Operation (PT. Terminal Container Surabaya). Calculation of the sample using stratified random sampling formulas. The sample in this study is the fifth container crane operators, 13 mechanics and 44 workers unloading. Techniques of data retrieval is done by using filling the questionnaire. The questionnaire used is NOSACQ which has been adapted in accordance with the purpose of research.

Intentions report near-miss a dependent variable and the perception of workers about management's attitude toward safety is the independent variable. Contingency coefficient is used to determine the relationship of employee perceptions about the attitude of the management towards safety with the intention near-miss report. The results were considered statistically significant if the p-value of <0.05.

**RESULT**

Characteristics of respondents can be seen in Table 1. According to Table 1 it can be seen that the majority of respondents aged 21-51 years tend to hesitate to report near-miss they meet. Most respondents with high school education level have the

intention of doubt in the report, but respondents with secondary education and undergraduate levels have better intentions to report near-miss they meet. The longer service life of the respondent, the better intentions near-miss report. Most respondents with tenure > 10 years had the intention to report near-miss encountered. The better the perception of workers against the management's attitude, the better their intention to report near-miss.

Table 1. Characteristics of Respondents In PT. Surabaya Container Terminal Operation

Characteristics of Respondents	Frequency	Percentage (%)
Age		
21-30 year	7	11,3
31-40 year	33	53,2
41-51 year	22	35,5
Level of education		
Junior High School	7	11,3
Senior High School	43	69,4
Bachelor	12	19,4
Work Period		
<5 Year	8	12,9
5-10 Year	16	25,8
10-15 Year	18	29
>15 Year	20	32,3

Relations dependent and independent variables are shown in Table 2. The relationship of these variables are viewed using contingency coefficient.

Table 2 Relationship Management Attitude With Intention to Report Events Near-Miss

Variable	Value	Significance
Management attitude	0,108	0,393

According to the table two statistically independent variables and the dependent variable does not have a significant relationship with a 0.393 p values > 0.05.

**DISCUSSION**

Bird and George (1996) suggests the reasons workers do not report incidents of accidents, namely

fear of discipline or punishment. Average reaction supervisor against unsafe behaviors that cause accidents do with punishment or criticism. Hagan et al. (2001) says that workers who have perceptions of supervisors and executives of companies lack an understanding of the K3, they tend to behave not follow all of the procedures, let alone improve performance K3. Workers feel fear when he was punished for their negligence. Reaction supervisor who by reason of enforcing discipline, punishing workers who have an accident then it leads to other workers will cover up the incidents that happened to him or their friends. Another reason workers did not report the accident scene is to the average person does not want to be perceived as a person who tends to harm or endanger workers as other workers by supervisors, or their friends. They seek to avoid negative stamp indicated on them. Workers, who experienced harm would have felt responsible and decided to work more careful in the future. The desire to keep one's net note also another reason for someone to consider the decision to report. Assessment work a person based on a person's net accident records encourages employees to cover up the events of his accident or his friend. They fear if the incidents they have experienced would threaten their jobs.

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 K3 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.

There are two common idiosyncrasies for organizations that do not have the required level of consciousness. The first are the ones who are at the top of the organization, has the greatest degree of autonomy verdict, blaming most of the problems of safety in their personal shortcomings regards work. The second symptom is their manager treats safety devices such as hardware devices. They were put in place, then leave it off as another job done. In fact, the means of salvation must be monitored, adjusted and adapted.

Dodson (2007) says ideally the reporting near-miss open to everyone and the findings reported back

to everyone informed. This is the perfect form of supervision to everyone in the company. By publicizing the results of the reporting near-miss and alleviate it, everyone will know the true condition and to fill them. Communication near-miss report results should always be done in order to know the workers no follow-up reporting. Besides all about near-miss reporting should be publicized to workers agar workers feel involved.

The main objective is recording and reporting of workplace accidents is to find the reason the accident occurred, the cause, the happening place, time happens, the list of victims, and so on. Furthermore, it is necessary that prevention programs so that in the future similar accidents do not occur. Accident reporting system plays an important role. Benefits of the accident report is to increase awareness of the importance of safety with data completeness accident, explaining the source of the accident and provide information to the supervisor and safety Committee either unsafe act or unsafe condition, assessing the effectiveness of safety programs, improve operating procedures, to avoid greater losses, and find out the errors management and prevent recurrence.

The role of management is communicating about near-miss reporting program. The most important role to overcome this problem is to designate the person or party responsible for near-miss report and take action. If there is any person or party responsible for it will be clear who is taking action on incident reporting. Better yet, if there is rotation of the party responsible for reporting near-miss so everyone feels the need for reporting near-miss. In addition, the management should always encourage employees to get involved in reporting program near-miss. If reporting near-miss applied to everyone, then the managers, supervisors, and workers should be given knowledge about reporting near-miss so that workers know about the behavior or condition near-miss in the company will be immediately reported and followed up. Workers should understand that conditions near-miss untreated, resulting in the possibility of future adverse incident. Subsequent to the reporting near-miss must be done by management and labor in the form of committees. The Committee is comprised of any workers' representatives and management, so as to be understood by everyone in the company.

## **CONCLUSION**

Based on the results of this study can be concluded that there was no correlation between the perception of workers about the attitude of the management towards safety. It can be influenced supervisor reaction against unsafe behavior, management commitment, competence and awareness of safety. Further reporting system created should be

open to all workers as well as publicizing the findings near-miss.

#### **SUGGESTION**

Companies must establish a reporting system that is open to all workers and routine publication of findings near-miss every month. Forming attitudes that support the safety supervisor can improve safety climate within the company.

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