



Implementation Of Occupational Safety And Health Management System At PT. Port Indonesia IV (Persero) Gorontalo Branch

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Abstract: The purpose of this study is to determine the implementation of Article 6 of Government Regulation Number 50 of 2012 concerning the Implementation of the Occupational Safety and Health Management System at PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch. The research method used is the empirical research method by taking a qualitative approach. The results of the research found at PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch, the application of Occupational Safety and Health is very important because one of the company's activities, namely loading and unloading services which include unloading and loading activities carried out in the port area also has a very high potential for work accidents. Sources of danger that may occur in loading and unloading activities in the company such as in the work when directing vehicles in the dock area where workers may experience collision accidents with other vehicles, as well as doing work in the ship barge area when lifting cargo into the carrier which has the potential danger of being crushed by material and errors when lifting the material. Despite the use of lifting equipment, some of the loading and unloading activities are still done manually by workers, causing the risk of work accidents such as slipping, falling, and being hit by materials.

Keywords: Safety Management; Occupational Health; Indonesian Harbour

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How to cite (Chicago Style) :

Husain, M, Kasim, N.M, Kamba, S,N,M. "Implementation Of Occupational Safety And Health Management System At Pt. Port Indonesia IV (Persero) Gorontalo Branch" *Estudiante Law Journal* 5, no. 3 (Oktober, 2023): 601-612

1. Introduction

In this era of globalization, globalization has an impact that is believed to be the greatest force on global work, both positively and negatively. Now with the rapid development of technology, transportation and communication, shifts in work patterns, changes in work practices and also the increasing increase in world trade in the free market era, all of this can produce dangerous types and patterns. Economic growth for large countries is influenced by the development of community businesses. The more businesses there are, the more job opportunities there are.¹

Employees as human resources always interact directly with various kinds of machines and heavy equipment which have a big influence on the safety of company employees. Apart from making the work process easier, technology also has a high risk of accidents when used which can threaten the safety and health of employees at work. Estimated data on Occupational Safety and Health problems that deserve attention according to the ILO (*International Labour Organization*) work accidents cause more than 24 million people to die, then illness in the work environment is also experienced by around 360 thousand people and work accidents which are categorized as fatal accidents are 1.94 million in the work environment each year. So the author concludes in at the end of the year, nearly 1 million workers experienced work accidents and approximately 5,500 workers died due to accidents or diseases resulting from the work environment. From an economic perspective, around 4 percent of the impact of compensation costs or all forms of employee income, either directly or indirectly, is where compensation is obtained by employees due to the impact of the previous explanation.²

In developing countries occupational safety and health standards and practices are often far below acceptable levels and accidents tend to increase. Rapid globalization has led to technological changes and competitive pressures in the struggle for capital that often cause employers in the region to consider occupational safety and health as an afterthought. In developing countries, the risk of work-related injuries is 10-20 times higher. This is because in developing countries, the majority of the workforce is employed in small and medium-scale industries which do not meet the minimum standards and guidelines set by WHO and ILO for occupational health, safety and social protection. Indonesia is included in the group of countries that are currently developing, and is actively implementing development to break away from various fields, both in the economic sector, in this case the government is building facilities and infrastructure to support these policies. One of the facilities that has received attention is the construction of industrial facilities.

¹ Laela Fitriana dan Anik Setyo Wahyuningsih, "Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) di PT. Ahmadaris," *HIGEIA (Journal of Public Health Research and Development)* 1, no. 1 (2017): 29-35.

² Febyana Pangkey, Grace Y. Malingkas, dan D. R. O. Walangitan, "penerapan sistem manajemen keselamatan dan kesehatan kerja (SMK3) pada proyek konstruksi di indonesia (studi kasus: Pembangunan Jembatan Dr. Ir. Soekarno-Manado)," *Jurnal Ilmiah Media Engineering* 2, no. 2 (2012).

Industrial competition is increasing rapidly both at regional, national and international levels. The strength in a company lies in the people in the company. One of them is labor. Basically, law is a series of norms or rules that contain everything that must be done and at the same time regulate everything that must not be done. Law is a rule established by a legal authority and also contains sanctions for anyone who does not heed or even violates the provisions contained therein. Law Number 13 of 2003 concerning Employment defines Labor as every person who is able to carry out work to produce goods and/or services to meet their own needs and those of the community.

Labor is an important factor in a company. The greater the development of technology in various business sectors, the greater the potential that can threaten the safety and health of workers. Therefore, efforts are needed to foster, direct and provide protection for workers. If workers are treated in accordance with their dignity and dignity, then the company will achieve results that are in line with the goals desired by the company. It cannot be denied that the role of labor in national development is increasing, accompanied by the various challenges and risks it faces. Therefore, workers need to be given protection, maintenance and increased welfare, so that in turn it will be able to increase national productivity.³

Occupational safety is safety related to machines, work equipment, materials and management processes, workplace grounds and the environment as well as ways of doing work. So this definition refers to the interaction of workers with the machine tools used or the interaction of workers with their work environment. In line with this development progress, Law Number 14 of 1969 was drafted concerning the main points of labor, which was subsequently amended to become Law Number 13 of 2003 concerning employment. The provisions regarding occupational safety and health are regulated in article 86 of Law Number 13 of 2003 which reads as follows:

1. Every employee/laborer has the right to obtain protection for:
 - a. Occupational Health and Safety
 - b. Morals and ethics
 - c. Treatment that is in accordance with human dignity and religious values.
2. To protect the safety of workers/laborers in order to realize optimal work productivity, occupational safety and health efforts are carried out.
3. Protection as referred to in paragraph (1) and paragraph (2) is carried out in accordance with applicable laws and regulations.

Occupational Safety and Health 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, but occupational safety and health have a positive impact on the sustainability of work productivity. Therefore,

³ Marisca Imaculata Firani Mentang dkk., "Evaluasi penerapan sistem manajemen keselamatan dan kesehatan kerja pada peningkatan fasilitas PT. Trakindo Utama Balikpapan," *Jurnal Sipil Statik* 1, no. 5 (2013).

occupational safety and health today is not just an obligation that must be paid attention to by workers, but must also be fulfilled by a work system.

Based on Law number 13 of 2003 article 86 paragraphs 1 and 2, to prevent work accidents, companies need to prepare facilities and infrastructure as well as programs that can minimize the number of work accidents in the company, preparations are made to anticipate and reduce the number of work accidents that occur. caused by hazard factors and the risk of work accidents consisting of hazard identification, assessment of potential hazards, organization and means of operational supervision, emergency action planning, dissemination of information to employees and the surrounding community regarding the company's actions in efforts to prevent the danger of environmental pollution produced by the company.

Occupational safety and health issues are inseparable from activities in the company as a whole, so patterns that must be developed in handling the field of occupational safety and health and the provision of potential hazard control must follow the occupational safety and health management system approach. Unsafe *acts* and unsafe *conditions* are more common than accidents that are seen or experienced. If occupational safety and health management reminds employees about the risk factors of occupational accidents and requires the use of protective equipment in accordance with potential hazards, employees will be vigilant when doing work that is at risk of accidents, it can be concluded that work accidents occur because the occupational safety and health management system is not carried out or implemented properly.⁴

The occupational safety and health management system based on Article 6 of Government Regulation No. 50/2012, includes:

- a. Establishment of occupational safety and health policy;
Based on the provisions of these rules, PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch has established an occupational safety and health policy in its company.
- b. Occupational safety and health planning;
To prevent accidents in the work environment, the company conducts occupational safety and health planning such as: providing Personal Protective Equipment to all employees who work in the loading and unloading service environment.
- c. Implementation of occupational safety and health plans;
For the implementation of the work safety plan implemented by the company by distributing personal protective equipment provided by the company to all employees.

⁴ Suparno Eko Widodo, "Manajemen Pengembangan Sumber daya Manusia," 16 Januari 2023, <http://repo.iainbatu.sangkar.ac.id/xmlui/handle/123456789/28031>.

- d. Monitoring and evaluation of occupational safety and health performance;
To ensure the implementation of the occupational safety and health management system, supervision of the performance of the occupational safety and health management system is carried out.
- e. Review and improve the performance of the occupational safety and health management system.

In the supervision of employees carried out by the person in charge sent by the company, the implementation of the occupational health and safety management system is not running optimally. When employees do not use personal protective equipment, they only get a warning from the supervisor but there is no follow-up to make them follow the rules. This is due to the lack of employee awareness of occupational safety and health in the work environment.⁵

The implementation of an occupational safety and health management system to ensure occupational safety and health in the company and reduce the risk of accidents in the work environment. Therefore, the Occupational Safety and Health Management System is very important for companies and workers to minimize the occurrence of work accidents in the work environment. We cannot underestimate all things related to work safety.

PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch is one of the State-Owned Enterprises engaged in Port Services, Ship Services, Goods Services, and Container Terminals. PT Pelabuhan Indonesia IV Gorontalo branch is also one of the companies in Gorontalo that implements an occupational safety and health system in the company's operational processes.⁶

At PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch, the application of Occupational Safety and Health is very important because one of the company's activities, namely loading and unloading services which include unloading and loading of goods carried out in the port area also has a very high potential for work accidents.⁷ Sources of danger that may occur in loading and unloading activities in the company such as in the work when directing vehicles in the dock area where workers may experience collisions with other vehicles, as well as doing work in the ship barge area when lifting cargo into the carrier which has the potential danger of being crushed by material and errors when lifting the material. Even though they use lifting

⁵ Aleks Tsenawatme, "Pengaruh Keselamatan Dan Kesehatan Kerja Terhadap Kinerja Karyawan (Studi Pada Departemen Social Outreach & Local Development (SLD) dan Community Relations (CR) PT. Freeport Indonesia)," *Jurnal Administrasi Publik* 1, no. 1 (2013).

⁶ Erman I. Rahim, Moh Rusdiyanto Puluhulawa, dan Nuvazria Achir, "Pemberdayaan Masyarakat Melalui Penyuluhan Hukum Tentang Legalisasi Industri Rumah Tangga Di Desa Bendungan," *Jurnal Sibermas (Sinergi Pemberdayaan Masyarakat)* 11, no. 6 (2022): 1364-77.

⁷ Muhammad Bagja Kurnia, "Faktor-Faktor Penyebab Rendahnya Penerapan Sistem Manajemen Keselamatan Dan Kesehatan Kerja (Smk3) Pada Perusahaan Bidang Pekerjaan Konstruksi," *Jurnal Student Teknik Sipil* 2, no. 2 (2020): 141-46.

equipment, some of the loading and unloading activities are still done manually by workers, causing the risk of work accidents such as slipping, falling, and being hit by materials.

From an interview with one of the container loading and unloading officers at PT Pelabuhan Indonesia IV Gorontalo Branch, accidents that are often experienced by employees are still limited to minor accidents such as respiratory irritation due to dust and slipping during operations. These minor accidents are often experienced by employees because personal protective equipment is not used when doing work such as masks, glasses, and shoes.

In addition to the lack of employee awareness of occupational safety and health, researchers can see some of the company's shortcomings in paying attention to employee occupational safety and health in the workplace. This can be seen from the many operational machines of the company that are located irregularly in the company area, and the lack of prohibition signs or warning signs in the company's operational area, which is a pattern of danger that might trigger accidents in the workplace.⁸

2. Method

In this research, the author uses empirical research methods which are used to analyze the laws obtained from observations of diverse community behavior in social life and always interact and connect in social aspects, where researchers make data contained in the field as the main data source that the author obtains in the field from the results of interviews and observations.⁹ The research is descriptive in nature where the aim is to provide a perfect description of how the characteristics of each individual, condition, symptom, or determination of the presence or absence of a relationship between symptoms and other symptoms in society.¹⁰

3. Implementation of Article 6 of Government Regulation Number 50 of 2012 concerning the Implementation of Occupational Safety and Health at PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch.

This study uses indicators of the Company's Occupational Health and Safety Implementation, namely Determination of Occupational Health and Safety policies, Occupational Health and Safety Planning, Implementation of Occupational Health and Safety Plans, Monitoring and Evaluation of Occupational Health and Safety Performance, and Review and Improvement of Occupational Health and Safety Performance.

⁸ Tahar Rachman, "Kompetensi Pendamping Pembangunan Desa," *Angewandte Chemie International Edition* 6, no. 11 (2018): 951–52.

⁹ S. H. I. Jonaedi Efendi, S. H. Johnny Ibrahim, dan M. M. Se, *Metode Penelitian Hukum: Normatif dan Empiris* (Prenada Media, 2018).

¹⁰ Ishaq Ishaq, *Metode Penelitian Hukum Dan Penulisan Skripsi, Tesis, Serta Disertasi* (Alfabeta, 2017).

1. Establishment of Occupational Health, and Safety policy

Based on the results of observations and interviews with info related to the Determination of Occupational Health and Safety Policies, according to informants, the implementation of the Occupational Health and Safety policy of PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch is carried out in accordance with the company's SOP and made specifically related to Occupational Health and Safety issues and follows the standards contained in the relevant laws and regulations.¹¹

The following statement was made by PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch:

"The policy is prepared by the management by forming deliberation and consensus to determine the policy for implementing the Occupational Health and Safety Management System which is contained in the form of a Certificate signed by the President Director, witnessed by the directors and managers who are then socialized to all workers.¹² This policy is made, among others, to protect workers from the possibility of hazards that occur in the workplace. relevant laws and regulations in the field of Occupational Health and Safety are included in the procedures and work instructions."

In addition, the company also said that it always carries out training for new workers with the aim of knowing the work environment, work procedures, hazards and risks.

"The company always prioritizes the efficiency and quality of workers, among others, in the form of developing work productivity such as improving human resources consisting of the implementation of training, socialization, and counseling programs, for example training in accordance with expertise in their respective fields of work. In addition, it is given when workers hold meetings. So that workers can fully understand the dangers and risks that may arise from their respective jobs."

From the results of research on policies and commitments can be said to have been implemented at PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch and in accordance with Government Regulation No. 50 of 2012 concerning Occupational Safety and Health Management System article 7 paragraph 2 says "In preparing Occupational Health and Safety policies, employers must at least conduct an initial review of Occupational Health and Safety conditions, pay attention to improving Occupational Health and Safety management performance, pay attention to input from workers / laborers."

¹¹ Victor Marsongkhoe, "Akibat Hukum Terhadap Perusahaan Yang Tidak Menerapkan Sistem K3 Dalam Menjalankan Kegiatan Operasional Perusahaan Di Tinjau Dari Undang-Undang Nomor 1 Tahun 1970 Pada PT. Nusa Persada Alpenna" (Universitas Internasional Batam, 2020).

¹² Sitti Nurfaizah¹, M. Risal, dan Musfirah Musfirah, "Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja," 2022.

2. Occupational Health, and Safety Planning

This indicator requires companies to be able to regularly monitor service facilities in the workplace in accordance with technical guidelines as a form of implementation of Occupational Health and Safety planning. the following statement was made by PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch:

"Work instruction procedures at PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch are prepared by management. In its implementation, work instructions are carried out by field supervisors and delivered in oral form to workers before carrying out work, to find out what potential hazards are found in each work activity. the hazard identification process can be contained in the form of a Job Safety Analysis (JSA) sheet which is made in writing by considering the source of danger, assessment, and risk control of each work activity."

In addition, one of the workers also stated that the Occupational Health and Safety service facilities are always maximized, especially the routine training that is always carried out to further understand work hazards.¹³

"There is job training for all new workers that is tailored to their expertise in their fields. This job training is carried out for all workers in the company, this training is held within 2 weeks so that they can carry out their duties safely and play a role in their responsibilities."

Based on the above explanation of Occupational Health and Safety Planning, it can be said that Occupational Health and Safety planning has been implemented at PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch in accordance with Government Regulation No. 50 of 2012 concerning Occupational Safety and Health Management System article 9 states that Planning as intended to produce Occupational Health and Safety Plans. In preparing the Occupational Health and Safety Plan, employers must consider the identification of potential hazards, goals and objectives, and resources owned.

3. Implementation of Occupational Health, and Safety Plan

Implementation of the Occupational Health and Safety Plan which consists of work accident reporting, purchasing goods and services, work environment, supervision, work accident assistance, health monitoring, and disaster emergency preparedness. In this regard, the following statement was made by PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch:

¹³ Gidion Alfret Bole, "Studi Kasus Pelaksanaan K3 (Kesehatan dan Keselamatan Kerja) Konstruksi Jembatan di Sumba" (Universitas Narotama Surabaya, 2019).

"Every work activity is always observed by the supervisor, if there are workers who make mistakes outside the work instruction procedure, the supervisor provides education and warns about the importance of safety. If a work accident occurs, the supervisor makes a report in writing and then submits it in a meeting to the company. The company is responsible for the worker until they recover and return to work."

The company stated that the Reporting and Recording of Work Accidents aims to determine the statistical number of data results that experience work accidents so that the company can always control and prevent and reduce work accidents. In relation to the purchase of goods and services, the company revealed that it always prioritizes aspects of Occupational Health and Safety and always urges to maintain cleanliness.¹⁴

"The purchase of goods and services must previously be consulted in the form of deliberations from the company to obtain a mutual agreement. The purchase of goods and services prioritizes aspects of Occupational Health and Safety. In storage, it is placed in a special place that is not mixed with other equipment and is kept out of the reach of workers. In addition, related to the environment, it is obligatory to maintain cleanliness, there are signs or warning signs of danger if working conditions are unsafe. danger signs if working conditions are unsafe, adequate lighting so as not to interfere with the work process."

After observation, First Aid is available at c such as medicines and drops, used when there are minor accidents experienced by workers such as scratches and other complaints. However, there is no specialized medical team to handle fatal injuries. In addition, there is no routine health service, if there are workers who experience work accidents or illness, the workers will be referred to the nearest clinic / hospital. In addition, the company has insurance for workers who experience health problems. If the worker does not recover within 2 weeks, the worker is temporarily replaced by another worker.¹⁵

Disaster emergency preparedness, PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch has a safe gathering point for workers, there is also a Light Fire Extinguisher (APAR) at every point of the workplace that has a potential fire hazard. However, there is no early simulation training in the event of a disaster emergency. From the results of the above explanation about the Implementation of the Occupational Health and Safety Plan, it can be concluded that it has been implemented in the Construction Project, PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch and suda with PP No. 50 of 2012 concerning Occupational Safety and Health Management System article

¹⁴ Fitria Qotrotun Nada, Hanifa Maher Denny, dan Yuliani Setyaningsih, "Implementasi Keselamatan dan Kesehatan Kerja di Puskesmas: Studi Kasus di Kabupaten Pekalongan," *Jurnal Manajemen Kesehatan Indonesia* 8, no. 2 (2020): 98-104.

¹⁵ Qomariyatus Sholihah, "Implementasi Sistem Manajemen K3 pada konstruksi jalan sebagai upaya pencegahan kecelakaan kerja," *Buletin Profesi Insinyur* 1, no. 1 (2018): 25-31.

11 states that employers in implementing the Occupational Health and Safety Plan must carry out activities in fulfilling Occupational Health and Safety requirements. The activities referred to include the purchase of goods and services, Control Measures, Efforts to Deal with Accident and Disaster Emergencies. The implementation of the activities referred to must be integrated with company management activities.¹⁶

4. Monitoring and Evaluation of Occupational Health, and Safety Performance

Monitoring and Evaluation of Occupational Health and Safety Performance consists of inspections and Internal Audits. In relation to this, the company admits that it always conducts inspections, and routinely holds internal audits conducted by the supervisor of Occupational Health and Safety and the company leadership. The following is a statement from the company:

"We always conduct unit checks or inspections carried out regularly by a team of supervisors of Occupational Health and Safety experts in every work activity to ensure that the workplace, equipment is in a safe condition when used by workers. In addition, internal audits are always carried out by Occupational Health and Safety supervisors and company leaders. Monitoring the results of periodic checks or inspections of work activities. The internal audit is carried out once a week during the company's meeting schedule, but the results are not specifically documented.¹⁷"

From the results of research on Monitoring and Evaluation of Occupational Health and Safety Performance has been implemented at PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch in accordance with PP No. 50 of 2012 concerning Occupational Safety and Health Management System article 14 says employers are required to monitor and evaluate Occupational Health and Safety performance as referred to through inspection, testing, measurement, and internal audits carried out in accordance with applicable laws and standards.

5. Review and Improvement of Occupational Health, and Safety Performance

Review and Improvement of Occupational Health and Safety Performance can be seen from the suitability and effectiveness of the implementation of the Occupational Safety and Health Management System. PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch has a hazard report and recording of workplace accidents related to Occupational Health and Safety in every work activity. However, there is no reporting on occupational diseases.

In addition, the results of the Review of Occupational Health and Safety Performance Improvement are contained in writing and submitted verbally to the company, to be followed up by labor representatives in order to obtain

¹⁶ AA Anwar Prabu Mangkunegara, "Manajemen sumber daya manusia perusahaan," 2011.

¹⁷ Yukeu Dwi Hasyti, "Manfaat Pemantauan & Pengukuran Kinerja K3 Dalam Kegiatan Pekerjaan," *GEOPLANART* 2, no. 1 (2019): 57–61.

improvements to PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch in accordance with applicable laws and regulations in improving the Implementation of the Occupational Safety and Health Management System.¹⁸

Based on this, the Review and Improvement of Occupational Health and Safety Performance has been implemented at PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch in accordance with PP No. 50 of 2012 concerning Occupational Safety and Health Management System article 15 says to ensure the suitability of the effectiveness of the implementation of the Occupational Safety and Health Management System, employers are required to conduct a review. The results of the review as intended are used to make improvements and improve the performance of Occupational Health and Safety.

6. Conclusion

The implementation of the Occupational Safety and Health Management System at PT Pelabuhan Indonesia IV (Persero) Gorontalo Branch is measured using indicators contained in article 6 of Government Regulation Number 50 of 2021 concerning the Implementation of work safety. Of the six indicators, it has been running according to existing regulations, but it cannot be denied that there are still some things that need improvement, such as in the indicator of disaster emergency response preparedness, training has never been held regarding this matter.

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¹⁸ Karnia Karnia, Sri Suwarsi, dan Rusman Frendika, "Pengaruh Spiritualitas di Tempat Kerja terhadap Kinerja Karyawan di PT. Infomedia Nusantara Buah Batu Kota Bandung," *Prosiding Manajemen* 6, no. 1 (2020): 230-34.

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