

Occupational Safety and Health: A Systematic Literature Review (SLR)

Saqif Haidarravy^{1*}, Annisa Aulia Apni², Helmi Buyung Aulia Safrizal³

Universitas Trunojoyo Madura

Corresponding Author: Saqif Haidarravy saqifhaidarravy225@gmail.com

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ABSTRACT

The purpose of this literature review is to find and examine various definitions of conflict management based on the broad context of previous research. This research was conducted qualitatively using the literature study method with the help of the Google Scholar and Mendeley databases. The type of data used in this literature review is a type of secondary data in the form of articles and research journals totaling 36 articles and international research journals with a publication range of 2015-2022. The results of this literature review are based on the results of bibliometric data analysis through the context of previous research which shows that there are 6 definitions of occupational safety and health (OSH), 3 antecedents of occupational safety and health (OSH), 6 consequences of occupational safety and health (OSH) and 12 sectors. occupational safety and health (OSH)

Keselamatan dan Kesehatan Kerja: Tinjauan Literatur Sistematis (SLR)

Saqif Haidarravy^{1*}, Annisa Aulia Apni², Helmi Buyung Aulia Safrizal³

Universitas Trunojoyo Madura

Corresponding Author: Saqif Haidarravy saqifhaidarravy225@gmail.com

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ABSTRAK

Tujuan dari kajian literatur ini adalah untuk menemukan dan mengkaji variasi definisi manajemen konflik yang berdasarkan pada konteks penelitian terdahulu secara luas. Penelitian ini dilakukan secara kualitatif dengan menggunakan metode studi pustaka melalui bantuan database Google Scholar dan Mendeley. Jenis data yang digunakan dalam kajian literatur ini adalah jenis data sekunder berupa artikel dan jurnal penelitian sebanyak 36 artikel dan jurnal penelitian internasional dengan rentang penerbitan tahun jurnal 2015-2022. Hasil kajian literatur ini berdasarkan pada hasil analisis data bibliometrik melalui konteks penelitian terdahulu yang menunjukkan bahwa terdapat 6 definisi keselamatan dan kesehatan kerja (OSHA), 3 anteseden keselamatan dan kesehatan kerja (OSHA), 6 konsekuensi keselamatan dan kesehatan kerja (OSHA) dan 12 sektor keselamatan dan kesehatan kerja (OSHA)

INTRODUCTION

Occupational safety and health covers all aspects of health and safety in the workplace with a strong focus on the main prevention of hazards (Domovini, 2018). This definition is supported by the opinion of Thatshayini and Bearing (2018) that in general occupational safety and health (OSH) is defined as the science of anti-space, recognition, evaluation and control of hazards that arise inside and outside the workplace that can interfere with the safety, health and welfare of employees and consider the impact that may occur in the work environment.

Previous research related to occupational safety and health (OSH) has received significant attention over the years. This is due to the increasing rate of work-related accidents or illnesses or illnesses reported in workplaces around the world (Rasha, Faris and Victor, 2021). In 2014, accidents in workplace conditions were the direct cause of 2.3 million deaths worldwide, around 350,000 of which were caused by accidents while the rest were caused by work-related diseases (Bilal and Adel, 2018). This is supported by the opinion of the International Labor Organization ILO in Rasha, Faris and Victor (2021) that more than 2.75 million people worldwide die due to accidents or disease. Meanwhile, more than 370 million suffer non-fatal workplace injuries each year. However, lack of attention and lack of effective measures are the main causes for OSH in developing countries which can be attributed to various factors such as high costs, time constraints and the technical know-how required to establish an effective OSH programme.

In recent years, there have been various standards that have been developed to promote risk management related to occupational safety and health (OSH) which aims to ensure the long-term survival of employees and organizations such as ISO 31000, CA/CSA-Z1000, OHSAS 18001 and so on (Bilal and Adel, 2018). This matter is supported by the opinion of the International Labor Organization (ILO) in Domovini (2018) that in 2016, the ILO published a paper entitled "Promoting Fair Migration: General Survey of Instruments for Migrant Workers" which contains and provides -discuss the implications of labor migration for the occupational safety and health of migrants. Meanwhile, according to the opinion of Malinda and Soediantono (2022) that in March 2018, the International Standards Organization (ISO) published the ISO 45001: 2018 standard entitled Occupational Health and Safety Management System. ISO explains that the ISO 45001 standard was developed to address the problem of work-related injuries and illnesses that are quite real for both companies and wider economic aspects which result in losses from early retirement, staff absenteeism and increased insurance premiums.

Based on the description of the background above, this research was carried out in order to provide a deeper understanding of the concept of OSH and its consequences as part of the development in this research.

LITERATURE REVIEW

The Relationship of Occupational Safety and Health to Sustainable Development

Occupational safety and health is a controversial issue that is significant in the success of industrial development through an emphasis on strategies to meet the needs of the world's population without causing negative impacts on environmental health and without endangering the global resource base (Jilcah & Kitaw, 2017).

H1: How is the definition of occupational safety and health based on the previous research?

The Relationship of Occupational Safety and Health to Climate Change

Occupational Safety and Health through a limited assessment of outdoor heat related to death involving many workers with less efficient cooling and working in hot outdoor and indoor environments (Schulte et. al, 2016).

H2: Which occupational safety and health antecedents have been widely studied based on previous research?

The Relationship of Occupational Safety and Health to the Occupational Safety and Health Management System

Occupational safety and health and occupational safety and health management systems are a combination of planning and reviewing organizational management arrangements, consulting arrangements and specific elements of programs that must work in an integrated manner, establishing policies that have an impact on improving performance (Ramli & Robson dalam Silva et. al, 2019).

H3: Which consequences of occupational safety and health have been widely studied based on previous research?

The Relationship of Occupational Safety and Health to the Young Worker Sector

Occupational Safety and Health among the general population of young workers that assessed accident rates from industries such as fishing, automated mobile factories, assembly work, iron ore mining and various occupations found higher accident rates among young workers than older workers through accidents which involve falls, injuries and bruises resulting in inequalities in risk exposure between age groups (Hanvold et. al, 2019).

H4: How is the development of occupational safety and health research when viewed in terms of the research sector which is the most widely used research object based on previous research?

Based on the background above which shows that the effect of OSH on the antecedents, OSH on the consequences and OSH on the research development.

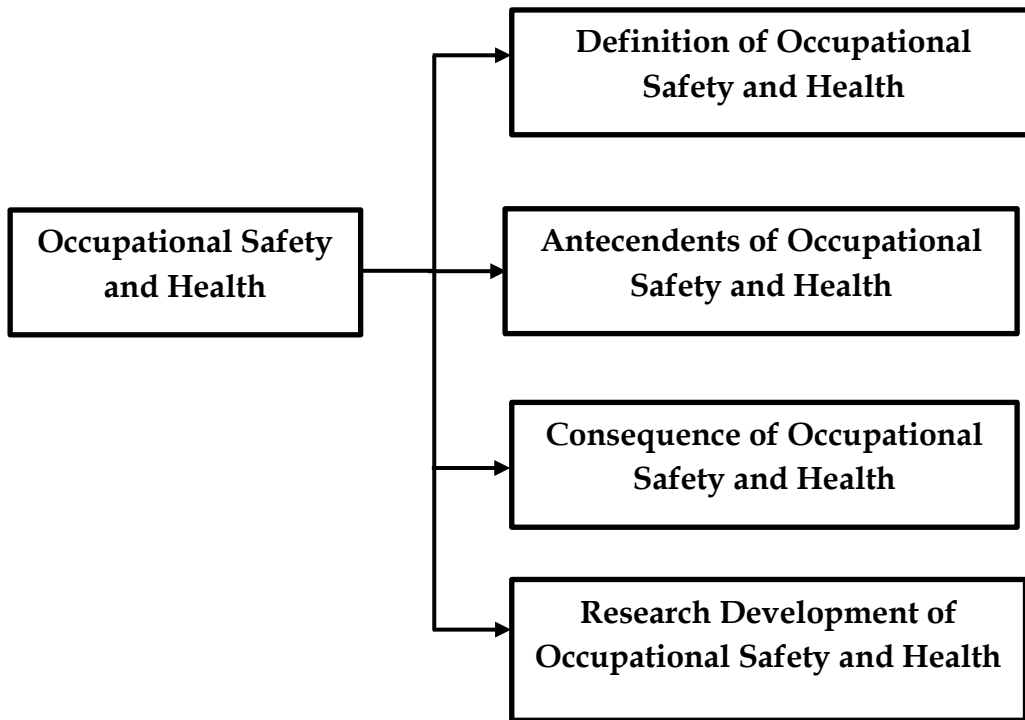


Figure 1. Conceptual Background
Source: Primary Data Processed 2023

METHODOLOGY

To conduct further studies on OSH, this study was carried out with a literature review by studying and reviewing a relevant topic based on previous research (Levstek, Hovelja & Pucihar, 2018). The OSH concepts discussed in this research literature review include definitions, antecedents, consequences and research developments. Based on the explanation above, a reference search was carried out in the form of previous studies through an online database.

In conducting reference searches using bibliometric data analysis techniques with the help of VosViewer 1.6.1.9 software which aims to map and visualize the relationship between OSH topics and other topics so that reference searches are more in-depth and easier to do. However, not all previous research can be used as a reference in this research literature review. There are certain criteria that must be met, as follows:

1. Previous research is a scientific article;
2. Previous research was sourced from scientific journals;
3. Previous research was published in 2015-2022;
4. Previous research with a minimum of 36 scientific articles with the help of the Google Scholar database and Mendeley;
5. Previous research with the keyword is occupational safety and health (OSH).

RESULT AND DISCUSSION

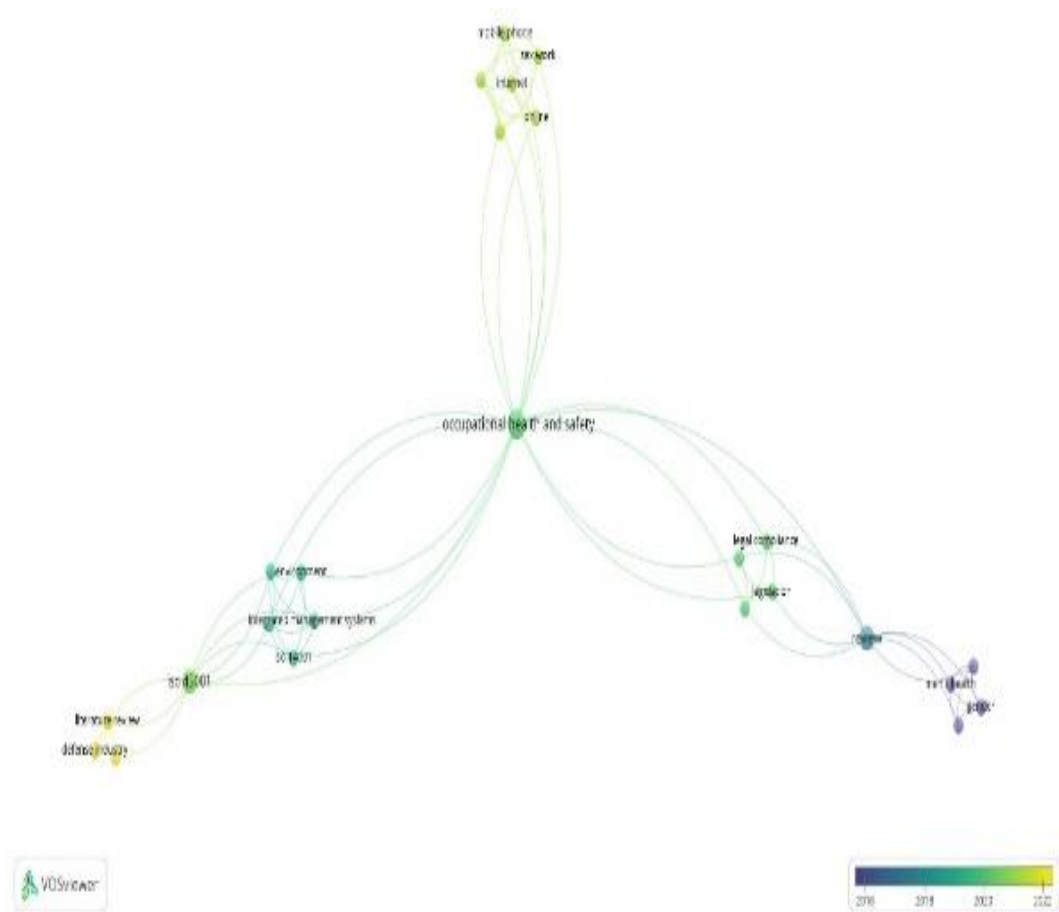


Figure 2. Mapping Results Based on Keywords
 Source: Processed Primary Data, 2023 VosViewer 1.6.19

Based on figure 1 above which shows that the results of visualizing and mapping the relationship between the OSH topic and other topics based on previous research using the universal Mendeley database produced several other topics related to OSH, as follows:

Table 1. Relevant Scientific Journals and Articles

No.	Mendeley Database	Keyword VosViewer
1.	Google Scholar	21
2.	Elsevier atau Science Direct	6
3.	Taylor & Francis Group Online	5
4.	Emerald Insight	3
5.	Sage	1
Total		36

Definition of Occupational Safety and Health (OSH)

There are various ideas about the definition of OSH in each study. This diversity arises as a result of various research contexts. Moyo, Zungu, Kgalamono and Mwila (2015) that globally, OSH is generally a new scientific discipline which is still in its early stages as reflected in the statistics of occupational accidents and diseases and low global access to it. Meanwhile, according to The International Occupational Hygiene Association (IOHA) in Jilcha and Kitaw (2017) that generally defines occupational safety and health (OSH) as the science of anticipating, recognizing, evaluating and controlling hazards that stem from the workplace that interfere with the health and welfare of workers by considering and taking into account the impact that may occur on the surrounding community and the general environment. Thus OSH, can be seen as a concern for the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations.

In line with the two previous opinions, Bhagawati in Thatshayini and Bearing (2018) that occupational safety and health (OSH) is a multidisciplinary concept that concentrates on promoting the safety, health and welfare of people involved in work. In this regard, according to the International Labor Organization (ILO) in Shahbaz and Sajjad (2020) that OSH is defined as a discipline with a broad scope involving many specific areas such as the promotion and maintenance of the highest level of physical, mental and social welfare of workers in all occupations; prevention among workers of adverse effects on health caused by their working conditions; protection of workers in their work from risks due to factors that are detrimental to health; placement and maintenance of workers in a work environment adapted to their physical and mental needs and job adjustments.

Apart from the concept and scope, there are other ideas that emphasize OSH as a management system and control of an organization (ISO in Costaa, Matiasb and Carina, 2021). Meanwhile, according to Gunn, Kreshpaj, Santander, Vignola, Wegman, Hogstedt, Ahonen, Bodin, Orellana, Baron, Muntaner, O'Campo, Albin and Hakansta (2022) that OSH emphasizes changes to the institutional level through increased adherence to occupational safety and health practices.

Based on the studies above which show that there are ideas about the definition of OSH that are different in terms of emphasis. These differences can be understood when viewed from the different contexts of each previous study. In summary the six definitional ideas above can be seen in table 3, but based on these ideas referring to the previous research above, it can be stated that OSH is a form of scientific discipline that emphasizes the management system and organizational control of the protection of protection and prevention of workers from accidents and occupational diseases. The form of organizational efforts is

manifested in the form of regulations that directly and indirectly provide effective prevention and protection.

Table 2. Definition of Occupational Safety and Health

No.	Definition	Source
1.	Globally, OSH is generally a new discipline that is still in its early stages as reflected in the statistics of occupational accidents and diseases and the low level of global access to it.	Moyo, Zungu, Kgalamono dan Mwila (2015)
2.	In general, it defines occupational safety and health (OSH) as the science of anticipating, recognizing, evaluating and controlling hazards arising from the workplace that interfere with the health and welfare of workers by considering and taking into account the possible impacts on the surrounding community and the general environment. Thus OSH, can be seen as a concern for the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations.	The International Occupational Hygiene Association (IOHA) dalam Jilcha dan Kitaw (2017)
3.	Occupational safety and health (OSH) is a multidisciplinary concept that concentrates on the promotion of the safety, health and well-being of people involved in work.	Bhagawati dalam Thatshayini dan Bantalan (2018)
4.	OSH is defined as a discipline with a broad scope that involves many specialized areas such as the promotion and maintenance of the highest levels of physical, mental and social well-being of workers in all occupations; prevention among workers of adverse health effects caused by their working conditions; protection of workers in their work from risk due to factors that are detrimental to health; placement and maintenance of workers in a work environment adapted to their physical and mental needs and job adjustments.	International Labour Organization (ILO) dalam Shahbaz dan Sajjad (2020)
5.	OSH as a management system and control of an organization	ISO dalam Costaa, Matiasb dan Carina (2021)

6.	OSH emphasizes changes at the institutional level through increasing adherence to occupational safety and health practices.	Gunn, Kreshpaj, Santander, Vignola, Wegman, Hogstedt, Ahonen, Bodin, Orellana, Baron, Muntaner, O'Campo, Albin dan Hakansta (2022)
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Source: Primary Data Processed, 2023

Occupational Safety and Health Antecedents (OSH)

After knowing the definition of OSH, this section will discuss the antecedents or determinants of OSH.

Based on various previous studies, it can be seen that the factors that can trigger OSH are work accidents and occupational diseases. This is supported by the opinion of Podogorski, Majchrzycka, Dybrowska, Gralewicz and Okrasa (2016) that dynamic progress in the electronics and Information and Communication Technology domains means efforts to apply innovative ICT applications also in the OHS field given the occurrence of accidents and occupational diseases in companies. including companies based on ICT applications, such as optical radiation, temperature and humidity of clothes in work postures which are dangerous factors for employees who work based on these ICTs.

Based on previous research which refers to the results of research put forward by Schulte, Butler, Chun, Jacklitsch, Jacobs, Kiefer, Lincoln, Pendergrass, Shire, Watson and Wagner (2016) that there is a significant effect of climate change on occupational safety and health (OSH) as evidenced by one of the existence of heat stress caused by an increase in both the temperature of the body's metabolic environment and an increase in the temperature of the work environment which results in employees experiencing a decrease in work capacity and productivity at work.

Ford and Tetrick in Huang, Zhu, Timming, Su and Lu (2019) that there is an influence of organizational culture on occupational safety and health (OSH) as evidenced by the level of injury in the workplace through an emphasis on individual and group behavior.

Table 3. Antecedents of Occupational Safety and Health (OSH)

No.	Antecedents	Source
1.	Occupational Accidents and Occupational Diseases	Podogorski, Majchrzycka, Dybrowska, Gralewicz dan Okrasa (2016)
2.	Climate Change	Schulte, Butler, Chun, Jacklitsch, Jacobs, Kiefer, Lincoln, Pendergrass, Shire, Watson dan Wagner (2016)
3.	Organizational Culture	Ford dan Tetric dalam Huang, Zhu, Timming, Su dan Lu (2019)

Source: Primary Data Processed, 2023

Consequences of Occupational Safety and Health (OSH)

With regard to the consequences produced by OSH based on various studies that have successfully proven it from 2015 to 2022. In general, OSH is useful in preventing and protecting workers from accidents and work-related illnesses and is proven to be able to affect workers and organizations. This matter shows that research on OSH has developed rapidly in various aspects and scope of study of human resource management. Therefore, this study identified 19 variables related to OSH through various research contexts. The consequences can be seen in the table.

The most proven consequence of OSH in this research is OSH Risk Management System followed by Gender, Sustainable Development, Leadership and Culture. Gender is defined as a social and cultural process in which men and women learn, adapt, negotiate and express attitudes and behaviors assigned to them based on gender (Johnson in Kita, Mansfield, Bezo, Colantonio, Garritano, Lafrance, Lewko, Mantis, Moody, Power, Theberge, Westwood & Travers, 2015). The OSH risk management system is a fundamental component of the success of a business in terms of economics, social factors and environmental protection as a decision-making tool (Sghaier and Hergon in Bilal and Adel, 2018). Sustainable development is a complex concept that encourages a holistic focus on achieving economic prosperity, social justice and environmental management (World Health Organization in Shahbaz and Sajjad, 2020). Leadership is described as line managers to senior management who play an important role in OSH through the way they lead and the way they influence work organizations (Lornudd in Ebbevi, Schwarz, Hasson and Frykman, 2020). Culture is described as something where the board of directors must provide support (Hodgins in Ebbevi, Schwarz, Hasson and Frykman, 2020).

In this case, the OSH risk management system that is felt by the company's employees appears to be the result of certain hazards or risks that are not managed properly and does not have a special program in the OSH field which requires that OSH management be forced to apply different regulations. flavors from other countries. Based on the description above, it has been supported by

Loosemore's opinion in Boadu, Wang & Sunindijo (2021) identifying that the OSH risk management system does not make provisions for the main OSH risk management system such as not having a national OSH research program or institution with mandates and funding clear and do not address specific hazards or risks. As a result, OSH inspectors are forced to adopt regulations and standards from other countries in their enforcement duties.

Table 4. Consequences of Occupational Safety and Health

No.	Consequences	Source
1.	Gender	(Kita et al., 2015); (Botha & Crunje., 2015); (Bernier et al., 2021)
2.	Economy	(Moyo et al., 2015)
3.	Intelligence	(Podogorski et al., 2016)
4.	Climate change	(Schulte et al., 2016)
5.	Sustainable Development	(Moreira et al., 2017); (Jilcha & Kitaw., 2017); (Shahbaz & Sajjad., 2020)
6.	OSH Risk Management System	(Bilal & Adel., 2018); (Dve., 2018); (Hanvold et al., 2019); (Erol., 2019); (Muzafar., 2019); (Silva & Amaral., 2019); (Tang., 2020); (Shahbaz & Sajjad., 2020); (Caparros et al., 2020); (Marhavillas et al., 2021); (Boadu et al., 2021); (Tejamaya et al., 2021); (Costa et al., 2021); (Gunn et al., 2022); (Malinda & Soediantono., 2022)
7.	OSH obesity	(Sangachin et al., 2018)
8.	Application of K3 in the Agricultural Sector	(Thatshayini & Rajini., 2018)
9.	Alcohol consumption	(Bragazzi et al., 2018)
10.	OSH maintenance	(Costella et al., 2018)
11.	Increased Productivity	(Hamja et al., 2019)
12.	OSH intervention	(Andersen et al., 2019); (Gunn et al., 2022)
13.	K3 Immigrant Context	(Arici et al., 2019)
14.	HR Practice	(Fan et al., 2019)
15.	Leadership	(Schall et al., 2020); (Ebbevi et al., 2020)
16.	Psychological disorder	(Giorgi et al., 2020)
17.	Corporate Responsibility	(Ebbevi et al., 2020)
18.	Work management	(Ebbevi et al., 2020)
19.	Culture	(Abdelrahim et al., 2021); (Boadu et al., 2021)

20.	Employee Job Satisfaction	(Malinda & Soediantono., 2022)
21.	Work Welfare	(Kreshpaj et al., 2022)

Source: Primary Data Processed, 2023

Developmemnt of Occupational Safety and Health (OSH)

Based on the resulting references, it was found that previous research on OSH was carried out in various contexts that had identified 12 sectors. In the 12 sectors an analysis was carried out through a selection process that the most studied and raised by previous studies were 5 sectors consisting of multi-sectors, the industrial sector, the health sector and the MSME sector. The above is evidenced by the existence of tables 7 and 8 which refer to 36 scientific articles or journals with the help of the Mendeley database and VosViewer 1.6.1.9.

There are various kinds of previous research in the context of multi-sectors. That is, in previous research trying to develop the role of OSH in various aspects of the organization apart from certain sectors which aims to provide more complex insights about OSH and based on the results of these studies also tend to be more easily allocated to various types of organizations according to their respective needs and requirements respectively (Dayanti et al., 2022).

In the industrial sector, one of the previous studies attempted to find out the role of OSH in supporting the implementation of industrial activities, both manufacturing and service industries. In this case, OSH tends to provide assistance in the form of protecting and optimizing the function of human resources which aims to control hazards that arise, both hazards to the employees themselves and hazards to the industrial environment through regulation and maintenance within the scope of the industry in a safe and healthy manner (Eddie and Fang in Thatshayini and Rajini, 2018).

In the health sector, one of the previous studies attempted to focus on the role of OSH in supporting employees to actualize health policies and programs regarding OSH. In this case, employees who feel supported through the actualization of health policies and programs related to OSH are expected to be able to prevent damage caused by intentional or unintentional work-related illnesses and adopt special steps related to OSH (Magnavita et al in Bragazzi et al., 2018)

In the government sector, one of the previous studies attempted to find out the role of OSH in supporting the management of laws or regulations related to OSH. In this case, laws or regulations related to OSH tend to prevent and control unwanted events (Jacinto et al in Caparrosy et al., 2020).

In the MSME sector, one of the previous studies focused on the role of OSH in supporting MSMEs to reduce or prevent accidents that have the potential to cause injury or loss. In this case, MSMEs who feel this support through the

implementation of a safety and health (OSH) management system are expected to handle and identify risks related to OSH in the work environment.

Table 5. Research Sector Literature

No.	Sector	Source
1.	Health Sector	(Kita et al., 2015); (Sangachin et al., 2018); (Bragazzi et al., 2018); (Giorgi et al., 2020); (Surya et al., 2021)
2.	Multi Sector	(Schulte et al., 2016); (Moreira et al., 2017); (Jilcha & Kitaw., 2017); (Dve., 2018); (Andersen et al., 2019); (Arici et al., 2019); (Erol., 2019); (Schall et al., 2020); (Ebbevi et al., 2020); (Marhavillas et al., 2021); Bernier et al., 2021); (Abdelrahim et al., 2021); (Gunn et al., 2022)
3.	Industrial Sector	(Thatshayini & Rajini., 2018); (Hamja et al., 2019); (Hanvold et al., 2019); (Muzafar., 2019); (Boadu et al., 2021); (Costa et al., 2021); (Malinda & Soediantono., 2022)
4.	Government Sector	(Tang., 2020); (Caparros et al., 2020);
5.	Retail Sector	(Podogorski et al., 2016)
6.	Development Sector	(Shahbaz & Sajjad., 2020)
7.	Mining Sector	(Botha & Crunje., 2015)
8.	Economic Sector	(Moyo et al., 2015)
9.	MSME Sector	(Bilal & Adel., 2018); Tejamaya et al., 2021)
10.	Organizational Maintenance Sector	(Costella et al., 2018)
11.	HR Practice Sector	(Fan et al., 2019)
12.	Military Sector	(Malinda & Soediantono., 2022)

Source: Primary Data Processed, 2023

CONCLUSION AND RECOMENDATION

This research aims to examine and analyze in a more complex manner related to occupational safety and health (OSH). This study uses 36 relevant scientific articles or journals to study and analyze occupational safety and health (OSH) in the 2015-2022 period. This literature review discusses the concept of occupational safety and health (OSH) including definitions, antecedents, consequences and developments in the context of previous research. However, the main focus of this study is the antecedents and consequences of variables related to occupational safety and health (OSH).

Furthermore, the findings in this study indicate that there are 3 factors or antecedents that determine occupational safety and health (OSH), namely work-related accidents and diseases, climate change and organizational culture. In addition, there are various kinds of impacts caused by occupational safety and health (OSH). In general, occupational safety and health (OSH) contributes to preventing and protecting workers from occupational accidents and diseases and occupational safety and health (OSH) has been proven to be able to affect workers and organizations. Furthermore, the development of occupational safety and health (OSH) can be traced through 36 relevant articles. Research related to safety and health (OSH) is not limited to a particular context, but this research has begun to expand into various research contexts.

With the findings mentioned above, a conceptual framework can be formed that describes the relationship between antecedents and consequences of occupational safety and health (OSH). However, this framework still needs to be redeveloped by referring to various types of previous research contexts related to occupational safety and health (OSH). This can be done in the framework of developing and expanding the structuring and construction of research that is more diverse according to the situation in each work environment.

UCAPAN TERIMA KASIH

Bagian ini memberi Anda kesempatan untuk menyampaikan terima kasih kepada rekan-rekan Anda yang memberikan saran untuk makalah Anda. Anda juga dapat menyampaikan penghargaan Anda atas bantuan keuangan yang Anda terima, dalam menyelesaikan penelitian ini.

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