



(MUDIMA)



Study of the Implementation of the Occupational Safety and Health Management System (SMK3) in Construction Work Companies in the City of Manado

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ABSTRACT

Occupational Safety and Health (K3) is crucial for companies with high risks of workplace accidents, particularly those involved in construction work. However, many workplace accidents still occur due to inadequate implementation of the Occupational Safety and Health Management System (SMK3). This situation may be influenced by several contributing factors. A comprehensive literature review of previous studies was conducted to identify the factors contributing to the poor implementation of SMK3 in construction companies. The findings suggest that the key factors include compliance with legal regulations, commitment to K3 policies, human and environmental factors, financial constraints, and government support. Based on these findings, a study on the implementation of the Occupational Safety and Health Management System (SMK3) in construction companies in Manado is necessary

INTRODUCTION

Several factors that influence the implementation of the Occupational Safety and Health Management System (SMK3) include: (a) lack of knowledge, (b) weak supervision, and (c) lack of development of K3 culture in companies, especially in the construction sector. These challenges encourage the government to immediately make improvements and enhancements in the implementation of SMK3, including requiring all companies to adopt Occupational Safety and Health (K3) practices (Lekatompessy et al., 2024). Every citizen has the right to decent work and a dignified livelihood, as stipulated in Article 127, paragraph 2 of the 1945 Constitution, which serves as the legal basis for laws related to K3. Moreover, Law Number 1 of 1970 concerning Occupational Safety and Article 14 outline the obligation of organizers to protect workers from workplace risks. Additionally, Law Number 13 of 2003, Article 86 mandates that employers provide protection for their employees. These legal provisions imply that every employer is obligated to fulfill the rights of employees, particularly the right to K3 protection, ensuring that all employees feel safe and comfortable in their work activities.

The basic principles of the K3 management system are 8 elements that are implemented continuously in accordance with Article 3 Chapter 3 of the Regulation of the Minister of Manpower No. 05 / MEN / 1996, namely: 1) Commitment and policy; configured. 2) Planning, 3) implementation, 4) measurement and evaluation, 5) inspection and testing, 6) SMK3 audit, 7) corrective and preventive actions, and 8) verification (Pasaribu & Susilawati, 2024).

The objectives of this study are: 1) Determine the level of implementation of the Occupational Safety and Health Management System (SMK3) in construction projects in Manado City. 2) Identify the causes of the low level of adoption of SMK3 in construction companies in Manado City. 3) Identify efforts made to improve and expand the implementation of SMK3 in construction sector companies in Manado City.

METHODS

There are 12 cases of work accidents per hour, and this number has been reported to increase over the past two years. In 2017, there were 123,041 recorded cases of work accidents, and this number rose to 173,105 in 2018 (Nikson et al., 2024). These statistics align with data recorded by the Social Security Administering Agency (BPJS) for Employment. For businesses, especially those struggling with construction, Government Regulation 50 Tahun 2012 serves as a guide to implementing the Occupational Safety and Health Management System (SMK3). This regulation aims to strengthen and manage risk to provide a safe, efficient, effective, and productive work environment. However, in practice, many businesses still experience a decline in employee productivity due to SMK3's unresolved. The contributing factors include but are not limited to, low knowledge, low willingness to work, and weak K3 culture inside the company, particularly in the domain of construction. To address this, the government is taking swift action to improve and enhance the implementation of K3 by requiring all companies to adopt Occupational Safety and Health practices.

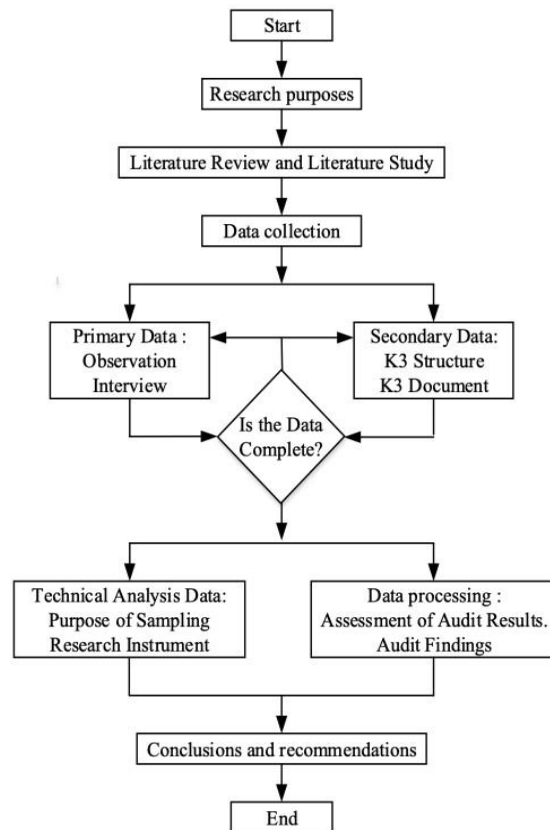


Figure 1. Note How the Caption is Centered in the Column

RESULTS AND DISCUSSION

In construction companies that implement the Occupational Safety and Health Management System (SMK3) is implemented through leadership and commitment in an effective manner, aiming to drive corrective actions and continuous improvement. Continuous improvement ensures that not only the system itself but also the manual, procedures, and other components are consistently enhanced and developed to increase efficiency and effectiveness. The following cycle illustrates the relationship

between each component of the system implemented by the company, detailing the main tasks and responsibilities, as depicted in the accompanying figure.

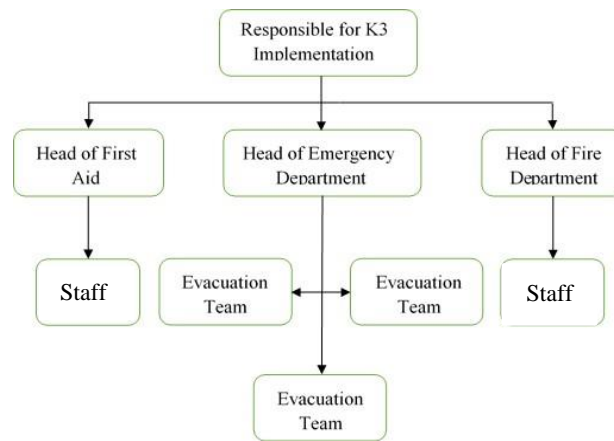


Figure 2. Organizational Structure of the Company

The guidelines for conducting an SMK3 Audit consist of 12 Audit Criteria Elements used as benchmarks for evaluating the implementation of SMK3, including:

- 1) Building and Maintaining Commitments,
- 2) Creating and documenting a K3 Plan,
- 3) Contract Design and Review Control,
- 4) Document Control,
- 5) Purchasing and Product Control,
- 6) Work Security Based on SMK3,
- 7) Monitoring basic,
- 8) Reporting, Correcting.
- 9) Material Management,
- 10) Data Collection and Use,
- 11) SMK3 Inspection, and
- 12) Skills and Abilities Development.

Regulation of the Minister of Public Works Number 5 of 2014, Article 5 paragraph 2, application of SMK3 in construction projects with potential hazards:

1. Construction K3 Risk is the potential that results in losses to public safety, property, casualties, and the environment that will arise due to construction work.

2. The K3 Risk Level is assessed in Construction with the number of K3 hazard incidents and the level of severity, loss, or damage effects that occur. The causal factors include lack of knowledge, lack of discipline, and high levels of K3 in the business world, especially the construction industry.

3. Determination of the frequency of occurrence of Construction K3 Risk includes:

- High potential hazard if the construction work has a contract value exceeding IDR 100,000,000,000.00 (one hundred billion rupiahs).
- Employing more than 100 workers.

Based on these criteria, Construction Projects in Manado City are classified as high-risk work. Consequently, the level of SMK3 audit assessment falls under the Advanced Level Category, which includes 166 Sub-Element Criteria that must be met in the implementation of SMK3. This comprehensive evaluation aims to fulfill SMK3 implementation requirements and prevent work accidents in construction projects within Manado City.

Table 1. Assessment of SMK3 Audit Implementation

No	Element	Number of Criteria (Sub Elements)	Fulfilled / Compliant		Not Fulfilled/Not Appropriate		
			Amount	%	Amount		%
					Minor	Major	
1	Building and Maintaining Commitments	26	25	96.15%	1	0	3.85%
2	Planning and Documenting K3	14	13	92.86%	1	0	7.14%
3	Evaluation of planning and Contract Documents	8	8	100.00%	0	0	0.00%
4	Monitoring Documents	7	6	85.71%	1	0	14.29%
5	Monitoring Product Quality	9	9	100.00%	0	0	0.00%
6	Occupational Safety Control SMK3	41	40	97.56%	1	0	2.44%
7	Inspection Standards	17	16	94.12%	1	0	5.88%
8	Evaluation and Correction of Deficiencies	9	8	88.89%	1	0	11.11%
9	Material Management	12	10	83.33%	2	0	16.67%
10	Data Collection and Use	6	5	83.33%	1	0	16.67%
11	SMK3 inspection	3	3	100.00%	0	0	0.00%
12	Skills and Abilities Development.	14	13	92.86%	1	0	7.14%
Sub Total		166	156	-	10	0	-

Source: Analysis Results

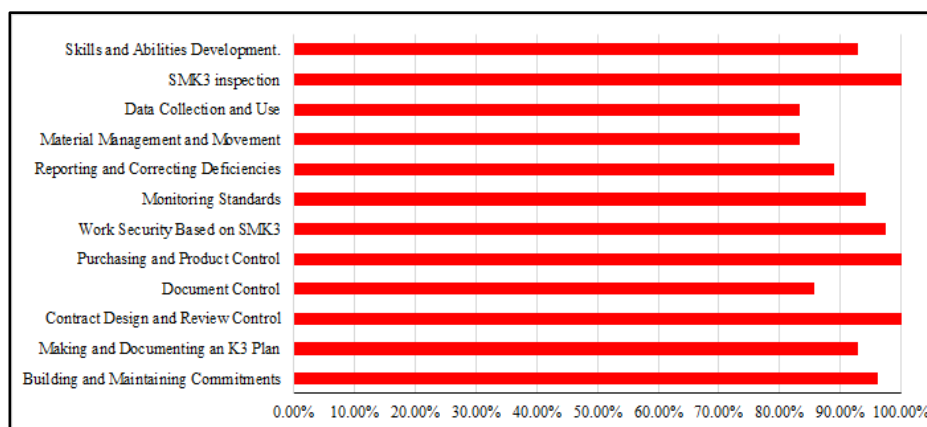


Figure 3. Percentage Chart of 12 SMK3 Audit Criteria

CONCLUSION

The results of the analysis can provide the following conclusions:

1. Level of implementation of the Occupational Safety and Health Management System (SMK3) in Construction Projects in Manado City is classified as satisfactory, with an appropriate implementation rate of 93.98% and non-conformity findings of 6.02% (Minor Category).
2. The factors that contributed the most to the incomplete implementation were the absence of evaluation control documents and special adjustment formats in the field that had an impact on K3, poor documentation methods and lack of knowledge development for workers. not disciplined in complying with the terms and conditions.
3. Recommendations for responses and corrective actions include updating or developing special procedures and formats related to changes that have an impact on K3, documenting the implementation of these procedures using a new information system, and organizing refresher training for workers. These steps aim to prevent work accidents and ensure compliance with the implementation of SMK3 in accordance with laws and regulations.

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