

Work Safety Culture to Fertilizer Bagging Workers

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ABSTRACT

Objectives: The performance of a company can be seen from the quality of the workforce in carrying out company activities. In Indonesia there are still many work accidents. In 2020, the Fertilizer Bagging Unit experienced a decrease in the number of accidents, but in 2022 there were fatal work accidents. Even though Government Regulation Number 50 of 2012 has been stipulated, there are still gaps in the field, such as work accidents caused by workers carrying out their work in an unsafe manner, not following the SOPs that have been set, and not using personal protective equipment so that the work culture does not run well. So this research is important to reduce the number of work accidents, and can identify the main factors that cause accidents that occur in the work environment of the Semarang city fertilizer bagging unit.

Methodology: This research design uses cross sectional with a quantitative approach. The research location was carried out in the work area of the Fertilizer Bagging Unit of Tanjung Emas Port Semarang. The research time was conducted in June - July. Sampling in this study used purposive sampling, so that the number of samples used was 150. Data processing uses editing, coding, data entry and cleaning. Data analysis using Univariate, bivariate and Multivariate. The test used used Chi Square Test and Logistic Regression.

Finding: The research results show that the most significant factor in the work safety culture of fertilizer bagging workers is safety performance with an OR value of 2.210.

Conclusion: Factors associated with the implementation of work safety culture are skills, communication, worker participation and safety performance. Company recommendations are expected to implement a reward and punishment system for workers who work not in accordance with regulations and it is hoped that the company will implement an internal and external audit system to evaluate the effectiveness of safety policies.

Keywords: Culture; Workers; Performance.

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INTRODUCTION

An abundance of human resources will not be the result of a power management system work is not qualified and competent. As a company continues to develop, the workforce is also required to develop. Labor plays an important role in industrial development because it is in the production sector, so the level of welfare must be provided accordingly with the large burden borne by the company every day with a high wage rate obtained by workers. In this case, the government also has an active responsibility in improving the welfare of workers by providing work supervision, job training so as to form a good work culture. (Firdaus Yusdiansyah & Sumanto, 2022).

Occupational safety and health (K3) play a very important role both for workers, employers and government levels. Knowledge about OHS is the most important basis that all workers must have so that they can work optimally and safely. If the work is done correctly and in accordance with the rules, it can minimize workers from the occurrence of danger and injury while working (Karel et al., 2023). Technological advances in the use of work equipment create sources of danger that can cause accidents and occupational diseases. Occupational accidents and occupational diseases can increase if supported by a work environment that is not in accordance with occupational safety and health standards or work procedures that are lacking. and health standards or poor work procedures (Saputra, 2017).

In Indonesia, there are still a lot of work-related accidents. According to data collected by the World Safety Organization (WSO) Indonesia, there are 2500 fatalities and 130,000 accidents annually. The organization should aim for zero accidents or no work accidents at all each year in response to the significant number of accidents that occur in all jobs (Rumondor et al., 2024). In 2019, one of the major sources of morbidity for workers in the United States was non-fatal occupational diseases. United States was non-fatal occupational injuries, with the number of occupational accidents approximately 1,108,300 cases that required time off work. In addition, occupational accidents impose a significant burden on the national economy, and cause significant psychosocial damage to employees (Lundstrom et al., 2023).

Based on data from the Annual Member Meeting of the Loading and Unloading Workers in the Fertilizer Bagging Unit division of Tanjung Emas Port in 2019-2022, in 2019 there were 11 cases of work accidents in the Fertilizer Bagging Unit division of Tanjung Emas Port, but there was a decrease in 2020 by 8 people. In 2021, there was an increase in work accidents again with a total of 13 people. In 2022, there were still fatal accidents in the loading and unloading workers in the Tanjung Emas Semarang fertilizer bagging unit. The number of work accidents in the Fertilizer Bagging Unit division Workers was 12 incidents with details, 8 outpatient incidents, 3 inpatient incidents, and 1 death. Government Regulation no. 50 of 2012, Article 5, concerning the Implementation of SMK3, has been put into effect at Tanjung Emas Port Semarang. It states that employers must follow statutory laws and regulations as well as government rules when implementing SMK3 (Bangun & Hariyono, 2019).

Nevertheless, there are still regulatory discrepancies in the field, such as performing work in an unsafe manner, not following the established SOP, and failing to wear personal protection equipment. Based on work accident claims issued from the Employment Social Security Agency, in 2018 the number of work accidents decreased from 147,000 cases to 114,235. However, in 2019 there was an increase to 177,160. The work procedure in the UPP division starts with putting fertilizer into bags which are then sewn. Next, the fertilizer is transferred to the truck by lifting the fertilizer that falls from the top of the conveyor. One of the causes of work accidents that often occur in the field is because employees often do not follow the standard operational safety procedures set by the company, such as not using personal protective equipment (PPE) when working in hazardous areas. From investigations, it turns out that the human factor in the emergence of accidents is very important, that 80-85% of accidents are caused by human negligence or error (Naim, 2020).

The main concern of the company is the possibility of workplace accidents. This is because work accidents can also have fatal impacts and other negative effects. Workplace accidents can be caused by unsafe actions and unsafe conditions. Unsafe human actions include things like not wearing personal protective equipment (PPE), working not in accordance with protocols, working while joking, arranging objects or tools incorrectly, adopting unsafe work attitudes, working near rotating or moving machines, and working too hard or overtired. While accidents caused by a hazardous environment include unattended machines, equipment operation, poor lighting, inadequate ventilation, imperfect room layout, slippery floors, and other problems (Sulistyaningsih & Nugroho, 2022). Therefore, in improving occupational safety and health, based on several findings, it is indicated that providing occupational safety training and creating a comfortable atmosphere will improve performance (Utami, 2018).

Based on observations, there are still workers who practice unsafe actions, namely not using personal protective equipment while working on the grounds that it is uncomfortable, smoking in the workplace even though there is a poster prohibiting smoking, and working while joking. This can occur due to a lack of supervision due to the absence of a health and safety expert in the workplace, where companies that employ more than 100 people should have a general health and safety expert in accordance with government regulation of the Republic of Indonesia No 50 of 2012 concerning the implementation of an occupational safety and health management system. The novelty in this study is that it examines factors related to work safety culture, with variables that are different from previous studies, namely skills, communication and safety performance. This research was conducted in 2024, focusing on the fertilizer bagging unit at the Semarang gold cape port and a more in-depth quantitative methodological approach than previous studies that limited research to bivariate. This study analyzes up to multivariate in order to determine the most influential factors in work safety culture in Semarang city fertilizer bagging.

LITERATURE REVIEW

Safety Culture

Based on Cooper's theory, the implementation of work safety culture is determined by three factors, namely Person, Behavior and Environment. Safety culture must be implemented by all resources and not just employees. Therefore, worker involvement, competence, rules and procedures, communication, management commitment, and the worker's social environment, and worker perceptions will influence safety culture (Azri & Azzuhri, 2018).

Safety Performance

Employee performance is relevant work behavior that can be understood in a way that is comparable to other work behavior that is the result of work and understood in a way that is similar to other work behavior that forms work results. The behaviors that people actually exhibit at work are described by performance components (L. A. Putri & Hadi, 2014). A good work culture will result in higher safety performance, which reduces the possibility of accidents and injuries because employee attitudes and behavior are more focused on complying with safety protocols. Workers who regularly participate in training become more proficient at their jobs, which improves performance (Setiawan & Astutik, 2022).

Skill

Skilled employees will be better equipped to guide others and resolve workplace difficulties, which increases job satisfaction for the organization. Employee capabilities will ensure that every action taken is in accordance with the policies and guidelines set by each company. The abilities possessed by employees directly determine the employee's success at work so that ultimately employees are able to maximize employee achievements in implementing a safety culture in the workplace (Andini & Anggraeni, 2024). Berdasarkan pendapat yang dikemukakan oleh Rehman dan Mughal dalam penelitiannya, bahwa keterampilan dapat meningkatkan produktivitas tenaga kerja secara keseluruhan (Nurhasanah, 2019).

Communication

Communication is a resource to support, maintain, advance and grow organizational dynamics in accordance with its goals. Communication is described as a delivery method. In addition, communication can be seen as the act of transferring information from one source to another in the form of concepts, points of view, justifications, recommendations, and so on to obtain, influence, or change replies according to the source in question. Information (Hidayat et al., 2023). Inadequate communication can cause workers to be less alert, which can ultimately result in accidents. (Gunawan & Susilowati, 2021).

FRAME WORK

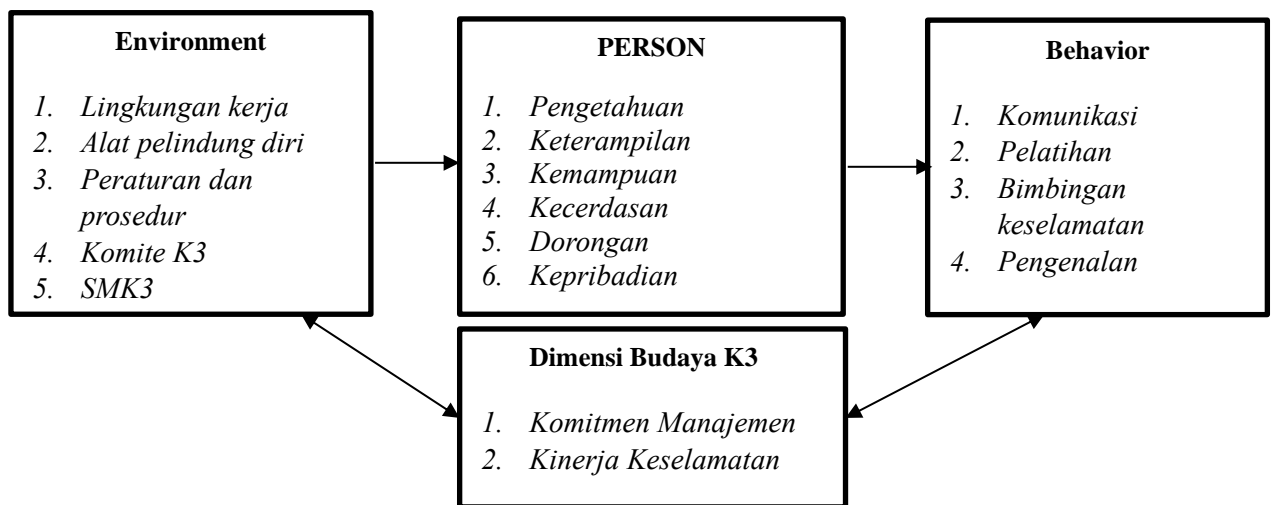


Figure 1 Research Framework
Source: Cooper's Theory

METHOD

Research Design

This research uses quantitative methods with a cross-sectional approach. This study was an explanatory study examining 3 hypotheses to explain the relationships between the variables. The variables used in this study consisted of 3 independent variables (Safety Performer, Skill and Communication), and 1 dependent variabel (safety culture).

Population and Sampel

The population of this study was all 150 employees of the Semarang city fertilizer storage unit. The sample used was total sampling or the total population.

Data Collection and Instrumen Development

Questionnaires were distributed to respondents to collect data. Validity and reliability tests were carried out before the research on 30 different respondents. Testing of the preliminary study showed positive results for its validity and reliability, which means it is ready to continue with the complete sample.

Analysis Techniques

In this research the analysis used is univariate, bivariate and multivariate analysis. Bivariate analysis uses the Chi-Square Test to determine factors related to work safety culture. Meanwhile, multivariate analysis uses the Logistic Regression test to determine the factors that most influence the work safety culture of fertilizer bagging workers in Semarang City.

RESULTS AND DISCUSSION

Responden Profile

Table 1 Respondent Profile

<i>Responden Characteristic</i>	<i>Result</i>
Age	
<35 tahun	102 (68%)
≥35 tahun	48 (32%)
Work Position	
Foreman	4 (2.7%)
Member	129 (86%)
Check Weigher	7(4.7%)
KRK	4 (2.7%)
Surveyor	2 (1.3%)
Operator	3 (2.0%)
Administration	1 (0.7%)

The results in Table 1 show that more respondents were aged <35 years (68%) compared to those aged >35 years (32%). While most workers have a position as a member of the fertilizer bagging unit (86%) compared to the position as administration (0.7%).

Results

Table 2 Result

<i>Variable</i>	<i>Result</i>
Skills	
Not Good	24 (16%)
Good Enough	106 (70.7%)
Good	20 (13.3%)
Communication	
Not Good	124 (82.7%)
Good	26 (17.3%)
Safety Performance	
Not good	27 (18%)
Good enough	87 (58%)
Good	36 (24%)
Safety Culture	
Not good	112 (74.7%)
Good	38 (25.3%)

The results of the study in table 2 show that the percentage of skills is more in the good enough category as many as 106 (70.7%) compared to the good category as many as 24 (16%). the percentage of communication is more in the good enough category as many as 124 (82.7%) compared to the good category as many as 26 (17.3%). the percentage of safety performance is more in the good enough category as many as 87 (58%) compared to the poor category as many as 27 (18%). while the percentage of work safety culture is more in the poor category as many as 112 (74.7%) compared to the good category as many as 38 (25.3%).

Table 3 Chi-Square Result

<i>Variabel</i>	<i>p-Value</i>	<i>Information</i>
<i>Skill</i>	0,074	<i>There is no relationship between communication and work safety culture</i>
<i>Communication</i>	0,007	<i>There is a relationship between communication and work safety culture</i>
<i>Safety Performance</i>	0,002	<i>There is a relationship between communication and work safety culture</i>

The research results in table 3 show that communication and safety performance variables have a significant relationship with work safety culture. The safety performance variable has a p-value of 0.002, while the communication variable has a p-value of 0.007. Apart from that, the skills variable has a p-value of 0.074 or there is no relationship with work safety culture.

Table 4 Regresion Logistic Result

<i>Variabel</i>	<i>Sig</i>	<i>OR</i>	<i>Lower</i>	<i>Upper</i>
<i>Safety Performance</i>	0,017	2,210	1,151	4,241

Table 4 shows that the results of the safety performance logistic regression test have an OR of 2.210, so workers with good safety performance have a 2.210 greater chance of implementing a work safety culture compared to workers with poor safety performance.

Discussion

Safety Performance

A good safety culture will result in higher safety performance, which reduces the likelihood of accidents and injuries as employees' attitudes and behaviors are more focused on complying with safety protocols. Workers who regularly participate in training will become more proficient in their jobs, which improves performance. Employees will struggle to do their jobs and have poorer performance if they are not skilled in their jobs. For this reason, an organization must aim to train people to become experts so that their performance becomes good and maximum. Measuring a company's safety performance includes assessing how well the company's safety initiatives, including hazard control, use of personal protective equipment, and adherence to safety protocols. A strong safety culture can be built by reducing the likelihood of workplace accidents through good safety performance (Kusuma et al., 2024)

Based on the results of the observations that have been made, that there are still workers who do not use personal protective equipment when working. This is because the reward and punishment system has not been implemented for workers who comply with and violate regulations. However, companies have the opportunity to improve workers' Safety Performance better by managing and elaborating various resources owned by the company, one of which is by developing employees through safety training. This research is supported by the results of

Prasetiawan's research which states that when safety culture is improved for the better, it will have the potential to increase safety awareness for workers (Putra et al., 2022).

According to earlier research, individual performance improves with improved safety performance. This study shows that a company's performance can be positively predicted by both safety performance, as indicated by the total injury rate, and safety culture. The profitability of the business increases when labour accidents are decreased (Bernal et al., 2024).

According to Benny Agus Setiono's research, safety culture is greatly influenced by employee safety performance. Safety culture will be effective if the safety performance of employees is strong because the culture makes them confident in doing their jobs (Setiono, 2018)

Skill

Based on research results, 79.1% of fertilizer bagging workers in Semarang City have sufficient skills. Competency is defined as the ability to operate satisfactorily in a professional environment, including the ability to use and transmit acquired information and abilities (Priyatna et al., 2024). Competency is the ability to adapt and use those skills and knowledge in new contexts and increase the agreed benefits. Competence also shows the special knowledge and abilities that a person needs or has to carry out their work and obligations. To increase standards of professionalism, competency shows the characteristics of the skills possessed in their work and required by each individual which enables them to carry out their duties and responsibilities effectively (Arianingrum et al., 2022).

Skilled employees will be better prepared to guide others and resolve difficulties in the workplace, thereby increasing job satisfaction for the organization. Employee skills will ensure that every action taken is in accordance with the policies and guidelines set by each company. The abilities possessed by employees directly determine the employee's success at work so that in the end employees are able to maximize employee performance in implementing a safety culture in the workplace (Yusvita et al., 2022). Work culture has a high relationship in improving the performance of a company. Companies that have a good work culture coupled with cooperation between employees can support increased employee performance. However, skills in carrying out work do not always mean that workers will act safely. A worker may be highly skilled at operating machinery, but if the safety culture in the company is weak, he or she may ignore safety procedures such as not wearing PPE or not following proper operational standards. Thus, company management is required to be able to implement a good work safety culture in order to be able to create conducive performance and also improve employee performance at work (Giano Surya Pamungkas et al., 2023).

In this study, worker competence was found to have a positive and significant effect on work safety. However, based on field conditions, workers who have competence do not necessarily always implement a work safety culture properly due to several factors including lack of commitment to the company, lack of supervision and the absence of rewards and

punishments so that workers trivialize the company's work safety culture (K. Putri & Assidiq, 2022).

Communication

The research results show that to improve work safety in fertilizer bagging operations in Semarang City, efficient communication is needed. Whether vertical, horizontal, and diagonal communications, clear and organized instructions ensure that safety information is received by the right parties and that safety information is received by the right parties and distributed efficiently. Building relationships with various stakeholders requires effective communication. A work culture can be successfully built by removing barriers to efficient communication and implementing tactics such as active listening, prompt feedback, and utilizing multiple communication channels. Poor communication can cause workers to be less alert which can ultimately result in accidents (Gunawan & Susilowati, 2021).

A productive workplace can be built through effective communication. To achieve peak performance, workers become motivated and able to collaborate effectively with leaders and other workers on the team. Employee performance will be better if communication is better. A positive company culture is defined by open and honest communication, a shared understanding of the value of safety, and assurance of the company's capacity to take preventative action. Safety talk before starting work or changing shifts, safety posters, P2K3 monthly meetings, socialization of safety and health SOPs, safety banners, safety posters, etc. P2K3 monthly meetings, socialization of work safety and health SOP, safety banners, and safety handbooks are some of the initiatives that have been used to spread awareness about occupational safety and health. Employees benefit from the availability of this safety communication mechanism, namely they become more careful at work (Saragih et al., 2023).

The establishment of effective communication can create a good work environment. This research is in line with the results of research conducted by Rahman where the better the communication that is fostered, the more optimal the performance of employees to carry out their duties so as to create an optimal work safety culture (Rahman et al., 2021).

Katarine's research findings, which indicate that communication and culture implementation are interrelated, support this study. She found that the likelihood of implementing a patient safety culture was 1.9 times higher when communication was effective than when it was not (Julike & Prima, 2025). In addition, research conducted by Reza indicates that when communication improves, employee work performance also improves, indicating that meaningful communication is related to project work performance (Muafiq et al., 2021).

The results of Desy's research show that the majority of employees (93.3% of 28 workers) gave positive responses to the elements that contribute to a communication-based work safety culture. Based on company activities such as twice-weekly morning briefings, safety signs, and safety induction for new employees and guests, it can be said that the

organization has effectively stimulated employees to work safely, thus creating a good work safety culture (Nurhayati, 2018).

CONCLUSION

The results of this research conclude that work safety culture plays an important role in the company's progress. In the three variables studied, safety performance is the most influential factor in work safety culture because high safety performance shows that workers understand and apply safe work practices. One of the reasons workers don't pay attention to regulations is that rewards and punishments have not yet been implemented, so workers often ignore this. In addition, communication and skills have a relationship with work safety culture. Workers who have good communication will be able to work honestly, such as reporting work accident incidents, openly with their superiors and co-workers. Meanwhile, workers who have high skills are better able to recognize potential dangers and take appropriate preventative steps.

The recommendations given to the company are to conduct socialization regarding standard operating procedures for the use of personal protective equipment in the work environment that must be adhered to and are expected to implement a reward system for workers who carry out work obediently and punishment for workers who do not work according to regulations. and the company is expected to implement an internal and external audit system to evaluate workers in compliance with the use of PPE. To monitor employee behavior in real time and offer early warning of any risks, the company must include new technology, such as a sensor-based safety monitoring system.

Head of TKBM Division Collaborates with the Department of Manpower to conduct supervision and special training on occupational safety and health in the work environment such as fire emergency training that includes risk mitigation techniques and emergency procedures. then training on the use of personal protective equipment according to the risk of danger, first aid training, so that workers can work safely and implement a good work safety culture and install all forms of work safety information in the form of posters, safety signs and banners as an effort to prevent work accidents and implement a work safety culture in the company.

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