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DESCRIPTION OF THE LEVEL OF KNOWLEDGE OF OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS FOR LABORERS IN MANADO HARBOR

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ABSTRACT

Background: Occupational Health and Safety is everyone's right, which involves awareness of the importance of applying Occupational Health and Safety which must always be considered, and cultivated among workers. A high level of work safety means that the potential for accidents is very low and the death rate can be kept to a minimum. **Objectives:** To find out the description of the level of knowledge of each worker according to age and knowledge of the occupational safety and health management system (SMK3) at the port of Manado. **Methods:** In this study, researchers used observational descriptive research. **Results:** The knowledge level of SMK3 in loading and unloading workers at Manado port is 28 workers (80.0%) have good knowledge. The most distribution of loading and unloading workers aged > 30 years amounted to 29 workers (68.6%). **Conclusions:** The researcher concludes that even though it is said to be good in terms of SMK3 knowledge there are still workers who violate the K3 regulations applied by the Manado Harbor of Laborer Saving and Loan Cooperative, which is a human factor or an internal factor of the workers themselves. One of them is not using personal protective equipment, with increasing age, the level of work fatigue will also increase that can be experienced by a worker.

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INTRODUCTION

A system that operates in the field of Occupational Safety and Health or known as K3 is one of the main indicators that needs to be implemented because it is an important matter, if not paid attention to it can have a potential hazard to existing workers. This of course can reduce the number of work quality and also the quality of the work of the workforce. The K3 system in a company is a right that must be obtained for workers so it is necessary to always apply, pay attention to, and also cultivate it in the work environment. If the element of work safety owned by a company is high, then of course it can reduce the number of accidents and even reduce the death rate. Based on this, it is necessary to pay attention to the implementation of the K3 system in companies or workplaces because it is an important element in supporting worker safety. This refers to protection for every worker against an impact, for example, a work accident, so it really needs to be demonstrated regarding the correct OSH management system according to regulations.

According to information in the form of data obtained by the International Labor Organization or ILO, the number of work-related accidents and deaths worldwide in 2018 was quite large. There are approximately 380,000 workers annually or a

percentage of 13.7% of a total of 2.78 million workers who die, and around 374 million workers experience injuries, injuries, or illness as a result of work within one year. 1 Judging from the accident data obtained through the Employment Social Security Implementing Agency in 2020 there are 225,000 cases of work-related accidents.³ The OSH system needs to be regulated and cared for as best as possible by looking at various aspects such as operations, production, logistics, HR, finance department, and promotion or marketing. The existing K3 aspects cannot be carried out separately from the intervention of structured and planned management in terms of management.³

SMK3 or what is known as the Occupational Health and Safety Management System, is a variety of elements in the application of K3, including organizational structure, planning/design, duties, and responsibilities, in the implementation process, also related to SOPs, as well as the facilities and resources needed in supporting development, elements of implementation, achievement, then reviewed, as well as the section that regulates maintenance related to occupational safety and health policies. In this case, of course, to control various risks within the scope of work in order to create a

work environment that is safe, effective, efficient, and increases productivity.³

The workforce in the work environment both comes from formal and informal workers. In this case, it is necessary to pay more attention, because the existing workforce may have a vulnerability with the risk factor for post-work fatigue. ⁴ In this Laborer work area, the workers come from the informal group of workers. Based on the rules regarding Ports, namely in Ministerial Regulation No. 61 of 2009 which contains that work activity regulations concerning the loading and unloading of goods within the scope of the Port area are divided into 3 fields namely, Stevedoring, Corgodoring, and Receiving or delivery systems. Where in the implementation of this activity involves the physical elements of manual material handling work in the field of loading and unloading related to goods and transportation in the port area which is then divided into 3 fields namely Stevedoring, Corodoring, and Receiving/Delivery which are carried out for various types of work-related activities including physical manual material handling including lifting, holding, and also the process of moving goods.⁶

In relation to the data collection carried out by our research team, there are 70 workers who work as loading and unloading

workers at the Port of Manado. The age range of the workers is 19-55 years.

This Laborer in its daily duties is divided into several sections of each field of work accompanied by different ways of working. From the results of interviews conducted with several loading and unloading workers, there is information as data that most Laborers feel exhausted after work because in carrying out their tasks every day they still use manual work methods in transporting goods that exceed capacity, including cement, rice, and also Copra from the Ship to the collection point and it is done many times a day using natural strength and power. The purpose of the study in this research is to describe the level of knowledge of port workers about the safety and health management system at the Port of Manado.

Formulation Of The Problem

The research design used in this study was a descriptive type of research using a quantitative approach in order to describe the level of knowledge of the K3 management system at Laborer in Manado Harbor.

Research Purposes

To find out the description of the level of knowledge of the K3 management system at Laborer in Manado Harbor.

METHODS

Research Design

The research design used in this study was a descriptive type of research using a quantitative approach in order to describe the level of knowledge of the K3 management system at TKBM at Manado Harbor.

Population and Sampling

1) Research Population

The population involved in this study was 70 people, namely all TKBM at the Port of Manado.

2) Samples

The research sample is part of the total population that is the object of the study which is considered to represent the total number of the entire population, namely 35 people.

RESULTS AND DISCUSSION

1. Characteristics of Respondents

According to the results of the research that has been carried out, that most of the respondents involved in the research work as TKBM with different levels of education but are dominated by elementary school graduates (Elementary School). The TKBMs who were used as respondents in this study carried out loading and unloading activities in the form of rice, cement, and copra from ships to the transport network and

from the network to transport cars and trucks. Where this work is carried out in groups of 4-5 workers and then supervised by a foreman.

2. Univariate analysis

a. Distribution of respondent characteristics

The characteristics of the respondents from the results of the questionnaire containing the biodata of the respondents included 35 respondents. The results of research on the general description of the respondents.

Table 4.1 Characteristics by Age

No	Age	Amount	Percentage
1	18-30 years	6	17,1%
2	>30 years	29	82,9%
Jumlah		35	100,0%

Judging from the data in Table 4.1, there are 29 respondents aged > 30 years (82.9%), and 6 respondents aged 18-30 years (17.1%).

Table 4.2 Characteristics by Education Level

No	Level of education	Amount	Percentage
1	Elementary school	24	68,6%
2	Junior high school	9	25,7%
3	Senior high school	2	5, 7%
Total		35	100,0%

Based on the data listed in Table 4.2, there are 24 respondents (68.5%) with an elementary education level, 9 respondents (25.7%) with a junior high school education level, and 2 respondents with a high school education level (5.8%).

Table 4.3 Characteristics Based on Years of Service

No	Years of service	Amount	Percentage
1	<5 years	13	37,1%
2	≥5 years	22	62,9%
Jumlah		35	100,0%

Based on Table 4.3, there are 22 respondents (62.8%) who have worked for ≥ 5 years, and 13 respondents (37.2%) who have worked for < 5 years.

Table 4.4 Knowledge of Occupational Safety and Health

No	Knowledge of SMK3	Amount	Persentase
1	Not Good	7	20,0 %
2	Good	28	80,0 %
Total		35	100,0%

Based on the data in Table 4.4, it can be seen that 28 respondents (80.0%) had good SMK3 knowledge, and 7 respondents (20.0%) had not good knowledge of K3.

b. Knowledge Level About Occupational Safety and Health Management Systems (SMK3)

Table 4.5 Distribution of SMK3 knowledge levels by age

Characteristics respondents	Knowledge of SMK3				Total %	
	Good		Not good		n	%
	n	%	n	%		
Age 18-30 years	5	17, 8	1	14,3	6	17,1
>30 years	23	82, 2	6	85,7	29	82,9
Total	28	100	7	100	35	100 %

It can be seen from Table 4.5 that there were 5 respondents aged 18-30 years (17.8%), with a relatively good level of knowledge regarding SMK3 but 1 respondent of whom had less knowledge about SMK3 (14.3), then respondents aged > 30 years a total of 23 people (82.2%) had a relatively good level of knowledge regarding SMK3, and there were 6 people (85.7%) of whom had less knowledge regarding SMK3.

The age of 20-25 years is an early stage for workers to recognize the parts related to their work, in which the process of searching, early learning, and social adaptation is carried out at this age stage. On the other hand, the age of 26-35 years is a stage of life that is said to be more

stable, the more an individual is old enough to learn various things and maintain and develop potential, level of ability, and maturity of mindset and way of working. While those aged 40 years and over tend to be more easily trusted because they have far more knowledge and work experience than young people.⁷

According to research conducted in the United States, at an older age, everyone has more experience compared to those who are still relatively young. Besides that, based on work experience, it can be proven that older workers have a lower percentage of work accidents. However, knowledge of OSH in the world of work is an important factor that must be known by every worker, both young and old.

c. Knowledge Level of Occupational Safety and Health Management Systems Based on Years of Service

Table 4.6 Distribution of SMK3 Knowledge Levels Based on Years of Service

Characteristics Respondents	Knowledge level of SMK3				Total %	
	Good		Not good		n	%
	n	%	n	%		
Years of Service: < 5 tahun	12	42,9	1	14,3	13	37,1
>5 tahun	16	57,1	6	85,7	22	62,9
Total	28	100	7	100	35	100

Based on the data contained in Table 4.6, it can be seen that 16 respondents (57.1%) had a good level of knowledge about SMK3, and 6 workers (85.7%) had a poor level of knowledge regarding SMK3. Respondents with a length of service of <5 years totaled 12 respondents (42.9%) were in the category of a good level of knowledge about SMK3, and 1 respondent (14.3%) had a low level of knowledge about SMK3.

DISCUSSION

A span of time related to a worker's working period can affect the level of knowledge based on previous experience so the longer the working period of a person, the more experience he has. Based on various studies that have been carried out with different systems and work methods, namely that carried out by Budi Isriyadi with the statement that $P < 0.03$ which means $P < 0.05$ so that there is a meaningful result related to the relationship between tenure and compliance levels, which where if the longer an individual works, the more flexible and more experience.⁹

Talking about this matter can also have a good influence in terms of perceptions, attitudes, behavior, and more controlled work. In addition, workers who have a relatively longer working period in a certain

amount of time are believed to be more skilled and qualified in carrying out and carrying out their duties because of course they already have more knowledge about the hazards that exist in their scope of work.

CONCLUSION

The researcher concludes that even though it is said to be good in terms of SMK3 knowledge there are still workers who violate the K3 regulations applied by the Manado port TKBM Cooperative, which is a human factor or an internal factor of the workers themselves. One of them is not using personal protective equipment, with increasing age, the level of work fatigue will also increase that can be experienced by a worker. So it takes attention and also awareness of each individual in order to create productive work results and avoid various things that are not safe.

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