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An Analysis Of Employee Knowledge With A Safety Behavior Approach In Kendari Ocean Fisheries Industrial Area

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Abstract

Objectives: Development in Indonesia is so rapid in various fields, including the industrial sector, services, property, mining, transportation, and others. However, behind this progress there is a price that must be paid by the people of Indonesia, namely the negative impact it causes in the form of disasters, accidents, pollution, and occupational diseases that result in thousands of people being injured every year.
Methods: This study uses a mixed method. The population in this study was selected from 3 companies using the random sampling method, namely, selecting subjects from the target sub-population using a random procedure so that the number obtained was 488 people, with a total sample of 83 people.
Results: The results obtained indicate that there is a relationship between knowledge and safety behavior in the Kendari Ocean Fishing Port Industrial Area, with a calculated X^2 value of 16,419.
Conclusion: Management needs to increase positive reinforcer factors, for example, by giving awards in the form of praise, gifts, promotions, and so on, because behavior change tends to be easier if individuals benefit from changing their behavior.

Keywords : Safety, Behavior, Knowledge, Fishing, Port.

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INTRODUCTION

Development in Indonesia is so rapid in various fields, including the industrial sector, services, property, mining, transportation, and others. However, behind this progress there is a price that must be paid by the people of Indonesia, namely the negative impact it causes in the form of disasters, accidents, pollution, and occupational diseases that result in thousands of people being injured every year (7). Based on Jamsostek data, the number of work accidents in Indonesia was recorded consecutively with 95,418 cases in 2004 and 99,023 cases (2005) making Indonesia the country with the highest accident rate in ASEAN, equivalent to two other countries, Bangladesh and Pakistan, with 95,624 cases (2006), 83,714 cases (2007), 93,823 cases (2008), 54,398 cases (2009), 98,711 cases (2010) and 9,486 cases (August 2011) (1).

In 2010, the number of Jamsostek claims was high, reaching Rp. 400,000,000,000. In the same year, Social Security recorded 98,711 work accident cases, 2,191 workers died from a series of accidents, and 6,667 people suffered permanent disabilities. On the other hand, it is believed that there are still many work accidents that go unreported, so the above accident data is an iceberg phenomenon. The high number of work accidents, both in terms of frequency and severity, is one of the factors that increases production costs and causes economic losses. (www.metrotvnews.com).

The Kendari Ocean Fishing Port industrial area has 25 incorporated companies, including 16 service provider companies in the form of ice block factories, diesel power plants (PLTD), ship docking, the State Electricity Company (PLN), fuel tank providers (BBM), suppliers of water, cooking oil distributors, supermarkets, kiosks, and 9 main companies that process seafood in the form of fillets, packing, and cooling with an average production volume of 1,900.12 tons per month in 2010 (6).

The Kendari Ocean Fishing Port industrial area often has work accidents, but the condition of the company has not fully implemented the Occupational Safety and Health Management program, so reporting for the number of work accidents cannot be fully documented. On the other hand, no space has been given to the role of motivation, which represents psychological processes that cause the emergence of direction and the persistence of voluntary activities, so that personal problems that can affect the work process cannot be revealed, potentially affecting work success. Individual performance can be influenced by the psychological conditions of the workplace. Meanwhile, according to interviews with several sources, namely employees and several administration personnel, accidents often occur in work activities, including being sliced by a filet knife, crushed by an ice block, and so on. It is suspected that in addition to psychological factors, environmental conditions and poor control of hazards can also have fatal consequences for workers.

A search at the Office of Manpower and Transmigration found data on accident claims against two employees at the same company that were recorded in the 2015 Jamsostek report. Confusion and differences in the number of accident cases recorded and

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reported between companies, the labor department, and Jamsostek are also a constant problem. It becomes difficult for various parties to identify work accident problems for the sake of improvement and prevention of work accidents in order to achieve zero accidents.

METHOD

This study used a mix method, namely a combination of a quantitative approach and a qualitative approach (4). The quantitative approach uses the cross-sectional survey method, namely data collection carried out at a certain time to describe the condition of the population (2), while the qualitative approach uses a descriptive analysis method, namely collecting facts and describing them thoroughly and thoroughly according to the problem to be solved (3).

The population in this study were all employees working in the Kendari Ocean Fishing Port industrial area, namely 5735 people. The sub-population in this study were permanent employees at nine fish processing companies, namely 989 people. Then, to reduce the sample size and make it more representative, three companies were chosen using the random sampling method, which involves randomly selecting subjects from the target subpopulation. Then we got the target object, which was 488 people. The designated companies are those that meet the requirements and are considered to represent the characteristics of the target population, with a total sample of 83 people.

RESULTS

Table 1. The Relationship Between Workers' Knowledge and Safety Behavior in the Kendari Ocean Fishing Port Industrial Area

Variable	Safety Behavior						Statistic Test
	Yes		No		Total		
	n	%	n	%	n	%	
Knowledge							
enough	27	17.8	10	19.2	37	37.0	X^2 count : 16.419
Not enough	13	22.2	33	23.8	46	46.0	P_{-Value} : 0.445
Total	**40**	**40.0**	**43**	**43.0**	**83**	**100**	

Table 1 shows that of the 83 respondents, 27 (17.8%) categorized sufficient knowledge and applied safety behavior, while 10 (19.2%) categorized sufficient knowledge of respondents but did not apply safety behavior. The knowledge of respondents who were categorized as lacking but implementing safety behavior was 13 (22.3%), and the knowledge of respondents who were categorized as lacking and not implementing safety behavior was 33 (23.8%).

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DISCUSSION

The research results showed that 83 respondents had enough knowledge and implemented safety behaviors, including 27 (17.8%), while 10 (19.2%) had enough knowledge but did not apply safety behaviors. The knowledge of respondents who were categorized as lacking but implementing safety behavior was 13 (22.3%), and the knowledge of respondents who were categorized as lacking but not implementing safety behavior was 33 (23.8%).

A worker, in carrying out OSH actions, needs to be given knowledge in advance so that he understands and is aware of the importance of these actions, to prevent work accidents. Knowledge of safe behavior can influence a worker's perception, so that he feels this as a threat to himself. This can encourage him to take K3 actions to defend himself from work accidents. Therefore, workers with a better level of knowledge are expected to have better awareness so that they can finally show better behavior as well.

The Chi-Square statistical test results at the 95% confidence level (= 0.05) show that X2 count = 16.419 > X2 table = 3.841, indicating that Ho is rejected and Ha is accepted, indicating that there is a relationship between worker knowledge and safety behavior in the Fishery Port Industrial Area Kendari Ocean. Knowledge is the result of knowing, which occurs after individuals sense certain objects.(9) Considering that most of the working years of the respondents averaged more than one year, it can be said that the workers had a lot of experience working. In addition, efforts to increase workers' knowledge in the field of OSH are coupled with the provision of information and training regarding OSH. In addition, safety posters and persuasive sentences have been posted in the workplace urging workers to behave safely, such as by wearing PPE. The things above will increase knowledge about the safe behavior of workers. Increasing workers' knowledge of work risks and hazards can be done by adding educational media such as posters, banners, and others. Dangerous behavior in the intake unit section such as in PT. Indonesia Power generation business unit in Semarang explained that there was a relationship between work safety knowledge and unsafe action.

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CONCLUSIONS

There was significant relationship between knowledge and safety behavior in workers in the Kendari Ocean Fishing Port Industrial Area.

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