

COMPARATIVE ANALYSIS OF THE IMPLEMENTATION OF THE OHS MANAGEMENT SYSTEM AT PT. KHE BENUA SENTOSA WITH STANDARD PP NO. 50 TAHUN 2012. 50 YEAR 2012

Whydiantoro¹, Chindi Fariha Tuzahra², Tigor Muhammad³

^{1,2,3}Industrial Engineering, Universitas Majalengka

¹why@unma.ac.id

Abstract

This research analyzes the implementation of the Occupational Health and Safety Management System (OHSMS) at PT. KHE Benua Sentosa, comparing it to the standards established in Indonesia's Government Regulation No. 50 of 2012. Recognizing the critical role of occupational health and safety (OHS) in promoting a safe work environment and enhancing productivity, this study investigates PT. KHE Benua Sentosa's adherence to regulatory requirements, focusing on policies, planning, implementation, monitoring, and review mechanisms. Employing a qualitative approach with document analysis, the study evaluates the effectiveness of OHS policies at PT. KHE Benua Sentosa based on company documentation. The results reveal that PT. KHE Benua Sentosa has effectively implemented OHSMS standards in line with PP No. 50 of 2012. Key areas of compliance include risk assessment, regular training, performance audits, and continuous improvements, demonstrating the company's commitment to regulatory standards and worker safety. These findings highlight the alignment between PT. KHE Benua Sentosa's practices and national OHS standards, contributing to the broader discourse on effective OHS management in the construction sector.

Keywords: Occupational Health and Safety; OHSMS; PP No. 50 of 2012; PT. KHE Benua Sentosa; Risk Assessment; OHS Management System.

Submitted: 2024-11-28

Revised: 2025-01-15

Accepted: 2025-01-31

Introduction

Occupational Safety and Health (OSH) is a crucial aspect of company operations, not only to protect workers from the risk of accidents and occupational diseases, but also to increase productivity and competitiveness. Occupational Safety and Health (OSH) serves as both a fundamental objective and a key indicator of a company's success, while also representing a vital form of protection for the workforce (Gagat Rakasiwi et al., 2021). The level of occupational safety and health (K3) employees is urgently needed when employees carry out work activities (Yuliandi & Ahman, 2019) any work in any field requires OHS (Occupational Health) system in the process of its activities. (Hasyti et al., 2019) In Indonesia workplace safety and occupational accidents often do not receive adequate attention, as reflected in the high incidence of workplace accidents. (Ningsih & Ferijani, 2020). This is evident from the significant number of workplace accidents reported by the Social Security Administration for Employment (BPJS Ketenagakerjaan). In 2015, a total of 110,285 workplace accident cases were recorded, while in 2016, the number stood at 105,182 cases. (Lisnahan et al., 2022) Therefore, laws and regulations related to OHS are very strict, demonstrating the government's commitment to creating a safe and healthy work environment. Law No. 1 Year 1970 on Occupational Safety stipulates that every worker is entitled to safety and health protection in carrying out their duties. Meanwhile, Government Regulation (PP) No. 50/2012 on Occupational Safety and Health Management System (SMOHS) emphasizes that every company is obliged to establish and implement an integrated OHS management system, and conduct evaluations to ensure its effectiveness. Article 4 of the regulation states that "Every company is required to have an OHS policy and an effective OHS management system to prevent occupational accidents and occupational diseases."

Failure to meet OHS standards, including those stipulated in Government Regulation No. 50/2012, can result in legal sanctions, financial losses, and most importantly, negative impacts on workers' health and safety. In this context, it is important to conduct an in-depth evaluation of the implementation of OHS policies in each company.

Workplace safety is an essential human need, rooted in the natural instincts of all living beings (Erfian & Raharjo, 2020). The implementation of occupational safety and health in a company is carried out collaboratively by the Director (as the head of the company) or management and all employees. In practice, the Director or management may be assisted by occupational safety and health officers from the respective company (Ningsih & Ferijani, 2020) for reference, in the opinion of Dr. Ahmad Zainal, an OHS expert, "Effective implementation of an OHS management system depends not only on compliance with regulations, but also on the safety culture built within the organization."

This research focuses on comparing the implementation of the OHS management system at PT KHE Benua Sentosa with PP Number 50 Year 2012. PT KHE Benua Sentosa, as a construction company, is expected to have implemented OHS standards in accordance with applicable regulations, including PP No. 50 of 2012. However, this study aims to examine in depth the extent to which the implementation has been effective, especially in the context of compliance with the provisions of PP No. 50 of 2012. This article is important to provide practical insights for companies who want to understand the extent to which their OHS implementation is in accordance with national standards and see the strengths and weaknesses of the existing system, especially in the implementation of policies at PT KHE Benua Sentosa. An in-depth evaluation of the implementation of the OHS management system according to PP No. 50 Year 2012 not only assists companies in meeting legal requirements and avoiding sanctions, but also contributes to a safer and more productive work culture. The results of this study are expected to provide clear guidance regarding the continuous improvement of the OHS system, which in turn will have a positive impact on employee welfare and the company's operational effectiveness. By effectively managing all potential hazards and ensuring that safety standards are consistently met, companies can foster a secure and healthy work environment that supports the smooth flow of production. This proactive approach not only reduces the risk of accidents and losses but also enhances operational efficiency, ultimately leading to improved productivity and long-term success for the organization. (Paramitha & Wijayanto, 2012)

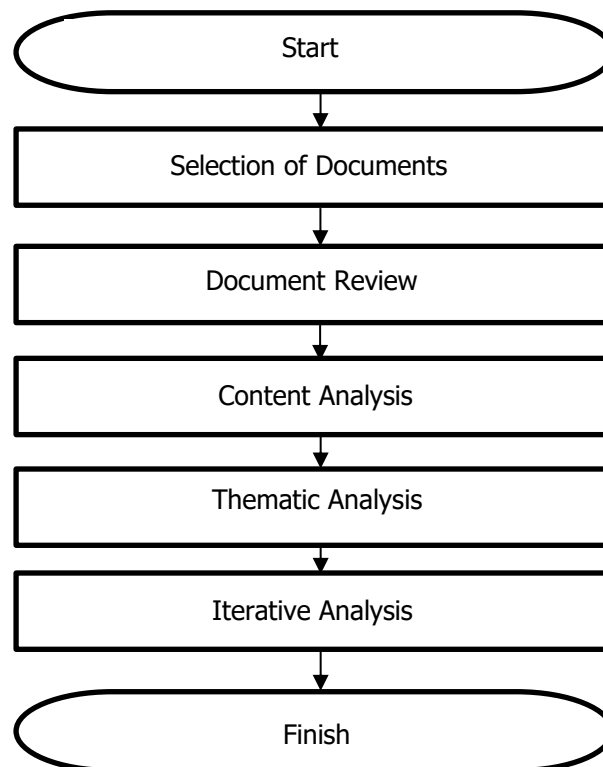
Research Method

This research uses a descriptive method with a qualitative approach to analyze the implementation of the Occupational Safety and Health Management System (SMOHS) at PT KHE Benua Sentosa. According to Moleong (2006), the descriptive method aims to collect data systematically and provide precise interpretation of the topic under study. Qualitative research is also defined as a type of research whose results cannot be obtained through statistical methods or other calculations (Moleong, 2006).

The data in this study are in the form of internal documents of PT KHE Benua Sentosa which include data on the OHS safety goals and programs of PT KHE Benua Sentosa in 2023, inspection and evaluation of OHS performance. These documents were obtained directly by OHS workers. Data validity will be maintained by triangulating data by comparing information from various documents.

The data collection technique used was document study. Content analysis was used to identify the frequency of occurrence of certain keywords, themes and concepts in the documents. Thematic analysis was used to identify the main themes and sub-themes that emerged from the data, as well as the relationships between these themes. The analysis process will be iterative and continuously refined until data saturation is reached.

The research process includes and the data analysis techniques are includes:



1. **Selection of Documents:** Identify and select relevant internal documents from PT KHE Benua Sentosa related to the implementation of the Occupational Health and Safety Management System (OHSMS). These documents include OHS policies, safety goals, inspection reports, training records, and evaluation of OHS performance.
2. **Document Review:** Carefully review the selected documents to understand the content and context related to OHSMS. Focus on identifying key elements such as risk assessments, safety training programs, and compliance with government regulations.
3. **Content Analysis:** Conduct content analysis to identify the frequency of specific keywords and concepts within the documents. This helps in quantifying the presence of key themes and understanding the emphasis placed on different aspects of OHSMS.
4. **Thematic Analysis:** Perform thematic analysis to identify main themes and sub-themes emerging from the data. Explore the relationships between these themes, such as how training programs are linked to risk management outcomes.
5. **Iterative Analysis:** Refine the analysis process iteratively until data saturation is reached, ensuring comprehensive coverage of the information.

Focus on identifying key elements such as risk assessments, safety training programs, and compliance with government regulations.

Results and Discussion

Overview of PT KHE Benua Sentosa

PT KHE BENUA SENTOSA is a construction company based in Tangerang Regency, Indonesia. PT KHE BENUA SENTOSA has become one of the leaders in the construction industry with main specialization in infrastructure development and large-scale commercial projects. PT. KHE BENUA SENTOSA serves construction services in the form of: BG003 Construction of Industrial Buildings,

MK002 Construction Services for Plumbing in Buildings and their Channels, SI002 Construction Services for Drinking Water and Wastewater Treatment Plants and Waste Treatment Buildings, SI003 Construction Services for Highway Construction (except flyovers), roads, railways, and airport runways. Committed to operating to the highest standards in terms of quality, safety and environmental sustainability.

OHS Management System of PT KHE Benua Sentosa

PT KHE BENUA SENTOSA Benua Sentosa has a strong commitment to OHS as an integral part of the company's operations as stated in the company policy. The following is a derivative of the company's policy on OHS:

Commitment 1: Ensure the occupational safety and health of employees and other persons, contractors, entrants, visitors and guests in the workplace to prevent occupational diseases, labor-related illnesses, property damage and environmental pollution.

Commitment 2: Comply with all applicable government regulations and other requirements relating to the implementation of occupational safety and health.

Commitment 6: Provide education or training related to company occupational safety and health.

Commitment 7: Regularly review and improve the OHSLM policy.

As an effort to implement the OHS commitment, PT. KHE BENUA SENTOSA Benua Sentosa has a work program and safety training for its workers. The following is a description of the work program that is also carried out by PT KHE BENUA SENTOSA Benua Sentosa:

| Purpose | Target | Description of OHS Program | Person in Charge |
|--|--|---|----------------------|
| Prevent work accidents and occupational diseases | Zero number of accidents resulting in fatality | Carry out activities: 1. Safety Accountability Program Supervisor 100% Every month 2. Meeting 3. Sporty Campaign (Speak up for Safety and Healthy). 4. Hazard identification, risk assessment and control 5. Accident prevention and investigation 6. Safety Patrol 7. Provision of PPE free of charge | All department heads |
| | Zero cases of Occupational Disease. Incidence of Occupational Diseases | Implement the activity program: 1. Health check for new workers 2. Health checks for all workers 3. Health campaign 4. Make a Health Risk Assessment 6. Conduct counseling to employees on health issues (HIV Aids, Covid 19, etc.) | |
| | Management of Occupational Fatigue | 1. Pre Check Working 100% 2. Perform Fatigue Check 3. Create Camp Rules to organize camp activities 4. Conduct random observation of break time by management | |
| | Closing PICA follow-up 90% | Implementation and Monitoring of PICA Follow-up 90% of the corrective action plan. | |
| Comply with relevant OHS | >70% | Evaluate compliance with existing legislation and other requirements | |

| | | | |
|--|--|--|--|
| laws and regulations | | | |
| Provision of information, instructions, training, supervision related to safe work systems for emergencies for employees, partners, customers and guests and the community around the work area. kerja | All guests in the office and project are aware of the company's OHS policy, evacuation directions, master points, emergency IK, P2OHS meeting structure & minutes, communication media | Conduct Training and Education | |
| | All restricted, hazardous and noisy areas are marked according to the potential hazard. | 1. Implementation of Mining Safety Management System Audit conducted by SMKPA Auditor in Lahat Coal area 2. Training ISMKP personnel document control 3. Training ASMKP personnel document control | |
| Continuous improvement of OHS performance | All unfinished RTM agenda can be fulfilled | RTM preparation includes schedule, data analysis of each performance indicator, agenda and invitations | |

OHS Management System in Government Regulation No. 50 Year 2012

PP No. 50 Year 2012 is designed to assist companies in creating a safe and healthy work environment. It requires every company with more than 100 employees, or with high risks, to implement a structured SMOHS. Below are the main components of this management system and its principles, which can be presented in a table for easier understanding.

Main Components of SMOHS According to Government Regulation No. 50 Year 2012

1. OHS Policy: The company should have a clear OHS policy, which includes a commitment to prevent occupational accidents and occupational diseases and comply with applicable regulations.
2. OHS planning: Includes hazard identification, risk assessment, and implementation of risk prevention and control measures.
3. OHS Implementation: Implementation of OHS policies and programs through training, division of tasks, supervision, and control according to safety standards.
4. OHS Performance Monitoring and Evaluation: Assessment of the effectiveness of SMOHS implementation by conducting performance measurement, internal audits, and correction of nonconformities.
5. OHS Review and Improvement: Management conducts periodic reviews for continuous improvement, including the improvement of OHS policies, programs, and procedures.

SMOHS, which is implemented in accordance with PP No. 50/2012, aims to improve the quality and safety of the workplace, reduce the risk of accidents and occupational diseases, and increase company productivity through a safe and healthy work environment.

Comparison of the OHS Program of PT KHE BENUA SENTOSA Benua Sentosa with SMOHS in PP No.50 of 2012

The following is a more detailed comparison table between the OHS Management System at PT KHE BENUA SENTOSA Benua Sentosa and the provisions contained in PP No. 50 of 2012.

| Components of SMOHS | Provisions of Government Regulation No. 50 Year 2012 | Implementation at PT KHE BENUA SENTOSA Benua Sentosa |
|---|--|--|
| OHS Policy | The company should establish a clear and written OHS policy that includes a commitment to prevent accidents and occupational diseases. | PT KHE BENUA SENTOSA has a safety policy to protect workers, contractors and guests. This policy includes a commitment to the prevention of accidents and occupational diseases. |
| Management Commitment | Management is responsible for demonstrating commitment to SMOHS implementation, including the provision of adequate resources. | PT KHE BENUA SENTOSA management allocates resources to safety training and programs, demonstrating a high commitment to OHS. |
| OHS Planning | Includes identification of potential hazards, risk assessment, and the establishment of specific and measurable OHS goals and objectives. | PT KHE BENUA SENTOSA conducts hazard identification, risk assessment, and sets OHS goals and objectives such as zero fatal accidents. |
| Risk Control | Control measures should be implemented to reduce the risk of workplace hazards. | PT KHE BENUA SENTOSA implements risk control through the use of PPE, regular training, and supervision by department heads. |
| OHS Implementation | The implementation of the OHS policy must be through the division of tasks, provision of training, and supervision of the implementation of OHS. | PT KHE BENUA SENTOSA Benua Sentosa implements safety patrol programs, provides PPE, and holds safety campaigns such as <i>Speak Up for Safety</i> . |
| Participation and Consultation | Worker involvement in the OHS program and effective communication about safety. | PT KHE BENUA SENTOSA Benua Sentosa engages workers through campaigns, P2OHS meetings and regular consultations on workplace safety procedures. |
| OHS Performance Monitoring and Evaluation | Periodic monitoring of OHS performance, internal audits and corrective actions against non-conformities found. | Conduct internal OHS audits, safety performance monitoring, and periodic evaluation of the effectiveness of SMOHS implementation. |

| | | |
|-------------------------------------|---|---|
| Accident and Incident Investigation | Any accidents or incidents should be investigated to prevent similar occurrences in the future. | PT KHE BENUA SENTOSA conducts in-depth investigations for each work incident or accident and implements appropriate corrective actions. |
| OHS Education and Training | Provide ongoing OHS training to ensure workers have adequate competence and understanding of. | PT KHE BENUA SENTOSA provides regular training for workers and contractors, including health training and handling health issues such as HIV/AIDS and Covid-19. |
| SMOHS Review and Improvement | Conduct periodic reviews of OHS policies and procedures, and improve the management system on an ongoing basis. | PT KHE BENUA SENTOSA conducts regular reviews, and makes improvements and adjustments to policies in accordance with the results of the OHS performance evaluation. |

Every important component of the OHS management system, from policy to review and improvement, has been well implemented as the result explained below:

Compare the company's OHSMS implementation with Government Regulation No. 50 Year 2012 in detail:

- **OHS Policy:** PT KHE Benua Sentosa has a written OHS policy that aligns with the regulation's requirement for clear commitment to accident and disease prevention.
- **Risk Assessment and Planning:** The company conducts thorough hazard identification and risk assessments, which are documented and followed by specific, measurable goals to mitigate identified risks. This aligns with the regulation's emphasis on proactive planning and risk management.
- **Implementation:** PT KHE Benua Sentosa implements safety measures, including regular safety training and providing Personal Protective Equipment (PPE) to workers, as required by the regulation. The effectiveness of these measures is ensured through frequent safety patrols and audits.
- **Monitoring and Evaluation:** The company conducts regular internal audits and performance evaluations to monitor the effectiveness of its OHSMS. Non-conformities identified during these audits are addressed promptly, demonstrating compliance with the regulation's requirement for continuous improvement.
- **Worker Involvement:** PT KHE Benua Sentosa involves workers in safety initiatives, such as safety meetings and feedback sessions, fostering a culture of safety as encouraged by the regulation.
- **Training:** The company provides ongoing OHS training for employees and contractors, ensuring that all personnel are aware of safety protocols and procedures, consistent with regulatory requirements for competency and training.
- **Management Review:** PT KHE Benua Sentosa's management regularly reviews and updates the OHS policies and practices based on audit findings and performance metrics, aligning with the regulation's call for periodic review and continuous improvement.

Based on the analysis of the implementation of SMOHS at PT KHE Benua Sentosa, it can be seen that this company has fulfilled the provisions stipulated in Government Regulation No. 50 Year

2012. This reflects the company's commitment to maintaining occupational safety and health, thus creating a safer and more productive work environment for all employees and related parties.

Conclusion

Based on the discussion that has been presented, several things can be concluded in this study, including the following:

1. PT KHE Benua Sentosa's SMOHS is largely compliant with PP No. 50 Year 2012, fulfilling key components such as policy formulation, risk management, and continuous improvement mechanisms.
2. The company demonstrates a strong commitment to implementing and monitoring its OHS policy, evidenced by regular safety audits, effective use of protective equipment, and ongoing worker training.
3. This research shows that PT KHE Benua Sentosa not only meets regulatory requirements but also exemplifies best practices in OHS, thus setting the standard for other companies in the construction industry.

Reference

- Yuliandi, C. D., & Ahman, E. (2019). Penerapan Keselamatan Dan Kesehatan Kerja (OHS) Di Lingkungan Kerja Balai Inseminasi Buatan (Bib) Lembang. *Jurnal MANAJERIAL*, 18(2), 98–109. <https://doi.org/10.17509/manajerial.v18i2.18761>
- Gagat Rakasiwi, A., Ginanjar, R., & Listyandini, R. (2021). Audit Sistem Manajemen Keselamatan Dan Kesehatan Kerja Di Pt Buana Centra Swakarsa Di Kabupaten Bogor. *Promotor*, 5(1), 51–58. <https://doi.org/10.32832/pro.v5i1.6128>
- Government Regulation of the Republic of Indonesia No. 50 Year 2012 on Occupational Safety and Health Management System (SMOHS).
- Moleong, L. (2006). Metode Penelitian. *Raden Fatah.Ac.Id*, 1–23. <https://repository.radenfatah.ac.id/19077/3/3.pdf>
- Erfian, M., & Raharjo, N. E. (2020). Evaluasi penerapan Keselamatan dan Kesehatan Kerja (OHS) pada praktik finishing bangunan SMK Negeri 2 Yogyakarta. *Jurnal Pendidikan Teknik Sipil*, 2(2), 139–148.
- Wulan Ningsih, S., & Ferijani, A. Deskripsi Pelaksanaan Kesehatan Dan Keselamatan Kerja (OHS) Di Perusahaan Panca Jaya.
- Lisnahan, C., Asrial, & Tamelan, P. G. (2022). Pengaruh Pengetahuan Kesehatan dan Keselamatan Kerja Terhadap Kinerja Karyawan Konstruksi pada PT. Usaha Karya Buana Kota Kupang. *Batakarang*, 3(1), 33–39.
- Hasyti, Y. D., Program, H., Lingkungan, S. T., Teknik, F., Universitas, A., & Mukti Bandung, W. (2019). Manfaat Pemantauan & Pengukuran Kinerja K3 Dalam Kegiatan Pekerjaan. *Geoplanart*, 2(1), 57–61.
- Paramitha, C. C. P., & Wijayanto, A. (2012). Pengaruh Keselamatan Dan Kesehatan Kerja Terhadap Prestasi Kerja Karyawan Pada Pt. Pln (Persero) Apj Semarang. *Jurnal Administrasi Bisnis*, 1(1), 1–11. <https://doi.org/10.14710/jab.v1i1.4313>