

Evaluation Of The Application Of Occupational Safety And Health (K3) Procedures At PT. IPC During A Pandemic Using The analysis Method SWOT

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Abstract: Purpose of this study was to determine the implementation of K3 in PT. IPC: Knowing the SOP Implementation (K3) procedures at PT IPC, analyzing problems in Implementation (K3) at PT IPC, and providing solutions to implementation problems (K3) at PT IPC. The research method used is qualitative with interview techniques. Data collection techniques using the calculation of weights *rating*. The data analysis technique used the SWOT analysis method by determining IFAS and IFES. The results of this study indicate that PT. IPC has a low accident rate, namely: the advantages of PT. IPC are the low work accident rate with a weight of 0.07 and a weakness The high risk of the spread of the covid-19 virus is still high at PT. IPC with a weight of 0.13.

Keywords: Analysis *SWOT*, Covid-19 Pandemic , K3, IFAS IFES

Introduction

Coronavirus is a virus that can cause illness ranging from mild to severe symptoms. Coronavirus Disease 2019 (COVID-19) is a new type of disease that has never been previously identified in humans. The virus that causes COVID-19 is called Sars-CoV-2. Corona virus is zoonotic (transmitted between animals and humans).

According to (Rivai, 2013) Occupational Safety and Health (K3) is a business plan whose application is useful to prevent the possibility of work accidents and diseases. caused by work and work environment. Occupational safety and health has a goal to be achieved, namely increasing productivity, increasing work efficiency and reducing health costs. Employees who have high levels of physical, mental and social health will be able to work with optimal exertion so that high performance can be achieved and then can increase productivity, then can increase productivity. (Novri setiawan, 2013)

Literature Review

Occupational Safety and Health

The application of occupational safety and health (K3) management is very important. The purpose of implementing K3 is to provide a good, comfortable and safe environment and working conditions and to avoid work accidents. PT. IPC has dense mobility, so it is very vulnerable to the transmission of the Covid-19 Virus and disruption of the container process. PT. IPC implements a fairly strict health protocol in order to maintain the stability of the main logistics route north of Jakarta, and currently PT. IPC is

implementing accurate programs to deal with Covid-19 such as; IPC Cares for Covid-19, IPC Health Care and is committed to consistently providing remuneration and welfare programs for workers. Remuneration and welfare programs are a form of concern for the welfare of employees of the Company with due regard to the principle of sustainability(sustainability)

At the time of the preparation of the Company's Long Term Plan (RJPP) 2020 - 2024 (As of October 31, 2019) (Kementerian Kesehatan Republik Indonesia, 2020), the Company has submitted the 2020-2024 RJPP to the Ministry of SOEs through electronic reporting with No. PR.03/31/10/1/STR/UT/PI.II-19. (Kemenkes RI, 2020) However, in 2020, the Company made changes to the 2020-2024 RJPP with main aspects. namely the Covid-19 pandemic that has hit Indonesia since March 2020 has a significant impact on the pace of the national economy, especially the decline in trade and logistics flows, where this has an impact on the achievement of IPC performance.

Implementation in the application of health protocols and the application of K3

The Director of Occupational Health and Sports at the Ministry of Health Riskiyana Sukandhi Putra said that it would be easier for Covid-19 to develop if these non-communicable diseases became comorbid. "Implementation of occupational health must be carried out and this becomes a point of prevention of the transmission of Covid-19 in the workplace," he said at the Virtual National Seminar on World K3 and Labor Day Commemoration, Wednesday, May 4, 2021.

Riskiyana said that there are seven aspects of implementing health in the workplace, including strengthening regulations and harmonization, strengthening occupational health services, controlling health risk factors in the workplace, developing human resources and occupational health professions, integrated data and information, monitoring occupational health, and developing research in efforts to support the Occupational Safety and Health (K3) program.(Ishomuddin, 2021)

With the health protocol approach and OHS risk management, there are at least four basic principles in strengthening the prevention of COVID-19 in the workplace, namely 1) Health promotion and education, 2) Elimination (elimination of potential hazards), 3) Carrying out engineering and efforts administrative, 4) Provision and use of Personal Protective Equipment (PPE) according to standards. Aspects of Office K3 include four standards, namely occupational safety, occupational health and work environment as well as ergonomics.

Method

According to (Rangkuti, 2006) suggests that SWOT stands for the internal environment strengths and weaknesses as well as the external environment Opportunities and Threats faced by the business world. SWOT analysis compares the external factors Opportunities and Threats with internal strengths and weaknesses. Meanwhile (Phillip, 2002) suggests that SWOT analysis is an evaluation of the overall strengths, weaknesses, opportunities and threats called SWOT analysis. (Rahmayati, 2015)

The data analysis method used in this study is descriptive with a qualitative approach. The method used is to analyze the company's internal (strengths and weaknesses) and external (opportunities and threats) environment which is the basis for conducting a SWOT analysis. (Haerawan & Magang, 2019)

SWOT analysis is carried out through the IFE (matrix *Internal Factor Evaluation*) which will describe the factors of the company's greatest strengths and weaknesses and the EFE (matrix *External Factor Evaluation*) which will describe the opportunity and threat factors owned by the company and IE matrix (Internal External) which shows where the company's current position is. (Astuti & Ratnawati, 2020)

In this study we used a qualitative method with a direct interview method using analysis *SWOT*, (Ferial, 2020) The study method was used in this study because it can interpret real phenomena that occur in the implementation of occupational safety and health programs as an effort to overcome the spread of the virus *Covid-19* in the work area of PT. IPC so that the application of Occupational Safety and Health (K3) procedures. In this study, data collection was carried out using interview techniques and documentation studies. Due to the pandemic *Covid-19*, the interview was conducted through the media *Zoom Meeting*. The resource person in this study is the PT.IPC HSE Division chosen because this division is a division that carries out tasks for the occupational safety and health (K3) program at PT.IPC as well as additional data from (IPC, 2020) Annual Report

Discussion and Result

Analysis Method SWOT

We collected this data by direct interview via zoom meeting to the PT.IPC Safety Manager (HSE) regarding the implementation of occupational health and safety protocols.

Table.1.1 Matrix Swot Analysis of PT.IPC

Factors Internal Factors External	Strength (S) 1. Have a standard KMK policy 2. The employees use standard personal protective equipment 3. The branches can make their own policies 4. Have a job security improvement program 5. Low work accident rate	Weaknesses (W) 1. The dwelling time case must be resolved so that the does not recur 2. There are still some who lack discipline in keeping a distance of 3. weak supervision of health protocols during working hours 4. the importance of giving warnings so as not to repeat
Opportunity (O) 1. PT. IPC is very likely to be one of the best international class ports in the world 2. Shareholder and partner loyalty increased by 3. advancements and quality in the field of technology 4. Every year always win national and international awards 5. One of the companies that has guaranteed safety standards and high salaries	S-O Strategy 1. maintain the quality of service in order to increase the visit of ships at large 2. synergy and improvement of cooperation between PT. IPC and Pelindo 3. expanding the port to support improved service quality 4. improving the quality of superior human resources in the company 5. always have the future to always be a superior company	W-O Strategy 1. Improvement of soft skills of PT employees. IPC in order to improve the quality of service 2. Improving technology at ports in PT. IPC computerized system in the main 3. Provide awards to employees of PT. IPC that gives a good example 4. procurement of cranes at PT. IPC to speed up loading and unloading of containers 5. provide high salaries to hrs special excellence of container crane oprators
Threat (T) 1. High risk of spreading covid-19 virus 2. Prone to extortion on container drivers 3. Risk of work accidents . 4. Frequent flooding due to being in sea coast 5. At any time there can be an electrical short circuit due to the large number of heavy equipment in the field	S-T Strategy 1. cracking down on pungli perpetrators who harm the company as well as the drivers 2. conduct strategic socialization so that all obey the rules of prokes that have been set 3. risk of work accidents to minimize the risk of prevent 4. building flood canal embankments so as not to repeat the same thing 5. periodic checks so that no fires occur	W-T Strategy 1. The target should be increased immediately in order to minimize the case dwelling time 2. the importance of socializing to employees at PT. IPC 3. Increase anti-Covid-19 task force at PT. IPC 4. Give written receipts even if it is necessary to give a letter of warning SP1

Source (processed by the author)

Based on the analysis of the *swot* matrix of PT.IPC the implementation of K3 implementation in the PT.IPC Company is in a growing and building condition, the strategy that is suitable to be applied is a strengthening and development strategy as described below.:

Strategy S-O

Strategy SO strategy is a strategy that utilizes the strengths of the agency to take advantage of existing opportunities. The strategies that can be offered to increase the success of the implementation of K3 implementation are:

1. Improving the implementation of K3 implementation to maintain the Zero Accident award and the achievement of the Gold Flag in order to improve the image and competitiveness of the company produce
2. To more competent and certified human resources in the field of K3 to meet HR needs to improve the quality of PT.IPC
3. Maintaining the quality of services at PT.IPC

Strategy W-O

strategy W-O strategy is a strategy that aims to improve weaknesses by taking advantage of external opportunities. The strategies that can be offered to increase the success of the implementation of K3 implementation are:

1. Improving the consistency of the implementation of sustainable K3 implementation for all employees and other people (including 3rd parties and guests) in the company environment
2. Providing education and training related to K3 to employees work to improve competence in terms of occupational safety and health
3. Complete all work procedures with clear K3 aspects to achieve safe and reliable conditions for installations, humans, other living creatures and are environmentally friendly.

S-T Strategy

strategy S-T is a strategy that uses organizational strengths to avoid or reduce the impact of external threats. Strategies that can be offered to increase the success of the implementation of K3 implementation are:

1. Conduct comprehensive education and socialization to extortionists so as not to repeat their actions
2. Enforce sanctions for violations of K3 rules and health protocols
3. Equip facilities and infrastructure to support the achievement of safe conditions and create an integrated maintenance program to prevent human error

W-T Strategy

strategy W-T is a strategy aimed at reducing internal weaknesses and avoid external threats, strategies offered to increase the successful implementation of K3 application are:

1. Always use socialization for the implementation of K3 and health Protocol can be complied with
2. Make a set of rules that contain detailed and strict K3 aspects
3. Re-strengthen the K3 Inspection program and the anti-covid-19 task force

The strategies resulting from the SWOT Matrix at PT.IPC the chosen strategy to be applied to the Company PT.IPC, namely Strengthening the commitment of all stakeholders to improve the implementation of OHS implementation, Increasing the consistency of continuous OSH implementation for all employees and implementing health protocols, so that the spread of the Covid-19 virus can be controlled, Completing the rules/procedures by including K3 aspects in detail , Improved comprehensive education and outreach programs related to sanctions for violations of K3 rules and health protocol violators.

SWOT analysis is carried out using the IFE (matrix *Internal Factor Evaluation*) which describes the company's strengths and weaknesses and the EFE (matrix *External Factor Evaluation*) which describes the company's opportunities and threats and the IE (matrix *Internal External*) which shows the company's current position. .

From the results of our direct interviews with the safety manager (HSE), we make weights, ratings and weight scores and the data is entered in Microsoft Excel, for from these results we determine the results of IFAS and EFAS.

Table 1.2 Rating Weight of PT.IPC

No	Indikator Variabel Internal dan Eksternal	Nilai Rating 1	Jumlah Bobot	Bobot (a)	Responden 1	Jumlah	Total (b) Rating/Resp	a x b				
KEKUATAN									NILAI TERTIMBANG			
1	Memiliki kebijakan standar KMK3	4	4	0,15	3	3	0 0,04	0,04	0,31	0,09	20	0,21
2	Para pegawai menggunakan alat standar pelindung diri	4	4	0,15	3	3	0 0,04	0,04	0,31	0,09	20	0,21
3	Para cabang bisa membuat kebijakan sendiri	3	3	0,11	3	3	0 0,03	0,03	0,23	0,07	15	0,16
4	Memiliki program peningkatan keselamatan kerja	2	2	0,07	2	2	0 0,01	0,01	0,15	0,03	20	
5	Tingkat kecelakaan kerja yang rendah		13	0,48		11		0,14	1,00	0,28	20	
											95	
KELEMAHAN												
1	kasus dwilling time harus di atasi agar tidak terulang	4	4	0,15	2	2	0 0,03	0,03	0,29	0,06		
2	Masih ada saja yang kurang disiplin dalam menjaga jarak	3	3	0,11	2	2	0 0,02	0,02	0,21	0,04		
3	Pentingnya memberikan pringatan agar tak terulang lagi	4	4	0,15	1	1	0 0,01	0,01	0,29	0,03		
4	Lemahnya pengawasan protokol kesehatan saat jam kerja	3	3	0,11	1	1	0 0,01	0,01	0,21	0,02		
											0,08	0,15
											27	1,00
									1,00	0,21	0,13	
PELUANG												
1	PT.IPC sangat berpeluang menjadi salah satu pelabuhan kelas internasional terbaik di dunia	3	3	0,13	3	3	0 0,04		0,33	0,10		
2	Loyalitas pemegang saham dan mitra kerja semakin meningkat	3	3	0,13	3	3	0 0,04		0,33	0,10		
3	Salah satu perusahaan yang memiliki standar keamanan yang terjamin dan gaji yang tinggi	3	3	0,13	3	3	0 0,04		0,33	0,10		
4	Setiap tahun selalu menyabet penghargaan nasional maupun internasional	4	9	0,38		9	0,11		1,00	0,30		
ANCAMAN												
1	Risiko yang tinggi penyebaran virus covid-19	4	4	0,17	2	2	0 0,03		0,27	0,05		
3	Rawan nya terjadi pungi pada supir kontainer	4	4	0,17	1	1	0 0,02		0,27	0,03		
4	Risiko kecelakaan kerja	4	4	0,17	2	2	0 0,03		0,27	0,05		
											15	0,63
											24	1,00
											0,10	0,21
											0,46	0,15

Source (processed by the author)

IFAS Matrix Analysis

(IFAS=Internal Factor Analysis Summary) is used to find out how big the role of the internal factors in the company. The IFAS matrix shows the company's internal conditions in the form of strengths and weaknesses which are calculated based on ratings and weights.

Table 1.2.1 internal variables Indicators

Internal factors	Weight	Rating	Score
Strength :			
1. Have standard KMK3 policy	0,15	4	0,31
2. Employees use standard personal protective	0,15	4	0,31
3. Branches can make their own policies	0,15	4	0,31
4. Have work safety improvement program	0,11	3	0,23
5. Low accident rate	0,07	2	0,15
Weaknesses :			
1. dwelling time cases must be overcome so that they do not recur	0,15	4	0,29
2. There are still things that are lacking discipline in maintaining distance	0,11	3	0,21
3. The importance of giving warnings so that it does not happen again	0,15	4	0,29
4. Weak supervision of health protocols during working hours	0,11	3	0,21
Total	1,00		2,31

EFAS Analysis Matrix

(EFAS = External Factor Analysis Summary) is used to determine the magnitude of the influence of the company's external factors. The EFAS matrix describes the conditions of the company's opportunities and threats which are calculated based on ratings and weights.

Table 1.2.2 External variables indicators

External factors	Weight	Rating	Score
Opportunity :			
1. PT.IPC has a very good chance of becoming one of the best international class ports in the world	0,13	3	0,33
2. The loyalty of shareholders and partners is increasing	0,13	3	0,33
3. One of the companies that has standards guaranteed security and high salary	0,13	3	0,33
4. Every year always wins national and international awards	0,38	4	0,33
Threats :			
1. High risk of spreading covid-19 virus	0,13	3	0,20
2. The risk of a container driver being hit	0,17	4	0,27
3. Risk of work accidents	0,17	4	0,27
4. Frequent flooding due to being on the sea coast	0,17	4	0,27
Total	1,00		2,33

Tabel 1.3

Tingkat Kecelakaan Kerja Di Grup IPC Tahun 2020		Work Accident Rate at IPC Group in 2020			
No.	Lokasi Kerja / Work Location	Jenis Kecelakaan Kerja / Work Accident Type			Total
		Insiden / Incident	Accident	Fatality	
1.	Induk Perusahaan (IPC) / Parent Company (IPC)				
	• Kantor Pusat / Head Office			Nihil / None	
	• Cabang Pelabuhan / Port Branch	8	7	1	16
2.	Anak Perusahaan / Subsidiary	13	1	-	14
Total		21	8	1	30

Source (Annual report IPC 2020)

Graph The is the accident rate in 2020 PT.IPC these sources can be from PT.IPC annual report (*Annual Report IPC*) which occurred in the company following 21 cases Lightweight Case, Medium 8 And Fatal Case 1 Case, so the cumulative accidents at PT. IPC of 30 cases.

Tabel 1.3.1

Matriks Alat Pelindung Diri (APD) IPC		Personal Protective Equipment (PPE) Matrix of IPC						
Jenis Pekerjaan / Work Type	Alat Pelindung Diri (APD) / Personal Protective Equipment							
	Helm / Helmet	Pelindung Mata/ Muka / Eye/Face Protector	Respirator / Respirator	Breathing Apparatus	Pelindung Telinga / Ear Protector	Sarung Tangan / Gloves	Safety Shoes	Safety Harness
Pekerjaan Panas (Las) / Heat-Related Work (Welding)		✓	✓			✓	✓	
Pekerjaan di Ruang Terbatas (<i>ground tank, plafon</i>) / Work in Limited Space (<i>ground tank, ceiling</i>)	✓	✓	✓	✓ (<i>optional : blower fan</i>)		✓	✓	✓
Pekerjaan di Tempat Ketinggian / Work at High Places	✓	✓	✓			✓	✓	✓
Pekerjaan Listrik / Electricity-Related Work	✓					✓	✓	
Kamar Mesin/ <i>Genset</i> / Engine/ <i>Genset</i> Room	✓				✓	✓	✓	
Penggunaan Bahan Kimia / Chemical Usage		✓	✓			✓	✓	

Source (Annual report IPC 2020)

Chart The is a matrix of Personal Protective Equipment (PPE) in 2020 PT.IPC these sources can be from PT.IPC annual report (*Annual Report IPC*) there was (APD) which are listed as follows: Helmet, Eye protection, respirators, Breathing, Ear Protectors, Gloves, Safety shoes, and Safety harnesses and each of these (PPE) functions depending on each

division work that has been placed or agreed upon during the work contract.

Conclusion

Based on the results of calculations using analysis, it can be concluded that PT. IPC has internal and external factors that show the IFAS (Internal Factor Analysis Summary) matrix obtained a value of **2.31** and EFAS (External Factor Analysis Summary) obtained a value of **2.33** results from the *Internal* IFAS. shows the advantages of PT. IPC is the low rate of work accidents with a weight of **0.07** and the results from the *External* EFAS show weakness. The high risk of the spread of the covid-19 virus is still high at PT. IPC with a weight of **0.13**. Our suggestions after processing the data application Health and K3 protocols for work safety need to be implemented in order to minimize the spread of covid-19 within the PT. IPC company environment, such as always applying 3M, wearing masks, maintaining distance, washing hands. Thus the conclusions we can convey.

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