

ANALYSIS OF THE IMPLEMENTATION OF OCCUPATIONAL HEALTH AND SAFETY IN PREVENTING WORK ACCIDENTS IN PT PELABUHAN INDONESIA I (PERSERO) BELAWAN BRANCH

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Abstract

Based on previous explanations, this research finally provides the following conclusions: Management's commitment to implementing occupational health and safety is significantly related to employee work accidents at PT Pelabuhan Indonesia I (Persero) Belawan Branch. The relationship between management commitment and work accidents is a negative relationship with a relationship size of 0.314, meaning that when management commitment is increased, the possibility of work accidents can be avoided or reduced by 0.314 times. 2. Implementation of occupational health and safety in the company's work environment is significantly related to employee work accidents at PT Pelabuhan Indonesia I (Persero) Belawan Branch. The relationship between the work environment and work accidents is a negative relationship with the magnitude of the relationship being 0.405, meaning that when the work environment is improved, the possibility of work accidents can be avoided or reduced by 0.405 times. 3. Work health and safety procedures are significantly related to employee work accidents at PT Pelabuhan Indonesia I (Persero) Belawan Branch. The relationship between occupational health and safety procedures and work accidents is a negative relationship with a relationship size of 0.409, meaning that when work health and safety procedures are improved, the possibility of work accidents can be avoided or reduced by 0.409 times. 4. Employee training in implementing occupational health and safety is significantly related to employee work accidents at PT Pelabuhan Indonesia I (Persero) Belawan Branch. The relationship between occupational health and safety training and occupational accidents is a negative relationship with a correlation size of 0.386, meaning that when occupational health and safety training is improved, the possibility of occupational accidents can be avoided or reduced by 0.386 times.

Keywords: Implementation of occupational health, safety, prevention of work accidents

1. INTRODUCTION

Human resources are central figures in organizations and companies. In order for management activities to run well, the company must have human resources who are knowledgeable and highly skilled and have hard efforts to manage the company as optimally as possible so that these human resources are able to achieve the company's goals as planned and expected. Human resources must be managed in such a way that they are efficient and effective in achieving the mission and goals of the organization. So it is very clear that one of the keys to winning the competition is to utilize the company's human resources. When a company is able to manage every human resource it has, it will be easier for the company to achieve the goals it has set, and conversely, when a company is unable to manage every human resource it has, it will be difficult for the company to achieve the goals it has set. he determined. In other words, the company's ability to maximize human resources will have a positive impact on achieving maximum company goals. It is generally known that the human resources owned by a company are invaluable assets and need to be looked after by company management. Losing employees who

have dedication and good performance is very detrimental to the company. Because creating and producing employees who have dedication and good performance is not easy, it requires a lot of time and money. Therefore, it is important for company management to maintain its human resources or employees to remain with the company, with dedication and good performance in accordance with the standards desired by company management.

However, the facts show that the number of work accidents that occur is still very high. BPJS Employment provides a report which can be seen in the following table:

Table 1 Work Accidents in Indonesia

Year	Number of Accidents (Case)	Percentage (%)
2017	123,042	-
2018	173,415	+29.05
2019	155,327	-11.65
2020	153,044	-1.49

Source: BPJS Employment, 2021

Work accidents as shown in table 1.1 show an increasing trend in 2018, but decreased in 2019 and 2020. Of course, this decreasing trend is a breath of fresh air for all employment stakeholders, but we cannot turn a blind eye to the current accident rate which is still very high. Of course, this accident is very detrimental to the company. Based on Heinrich's domino effect theory, 88% of the biggest contribution to work accidents is caused by human negligence, 10% is caused by the availability of safety equipment and 2% is caused by other factors (Widayatama, et al., 2019). This work accident occurred because the company still ignored the company's occupational health and safety program. In general, occupational health and safety issues in Indonesia are still often ignored, especially in carrying out work that is technically very complex and uses heavy equipment with a high risk of accidents and the result if an accident occurs is death. However, there have been government efforts to resolve this problem. One of the government's efforts through the PUPR Ministry was to issue Minister of Public Works Regulation No.09/PRT/M/2008 dated 1 July 2008 concerning Guidelines for Occupational Health and Safety Management Systems (SMK3) as an effort to reduce the number of work accidents by maximizing the Health and Safety Management System. Work Safety in the field of public works. Apart from that, several occupational health and safety regulations have been established, including Law Number 1 of 1970 concerning Work Safety and Ministerial Regulation No. PER05/MEN/1996 concerning Occupational Health and Safety Management Systems. This regulation is established for the purpose of preventing and anticipating work accidents.

Mathis and Jackson, (2015) states that it will be easy for employees to achieve certain performance well if the workplace has a good work safety and health program, because it will reduce lost work days. This certainly illustrates that good occupational safety and health is one of the factors that can increase employee abilities to the maximum. This is in line with what was stated by Muh. (2014) that poor Occupational Safety and Health at work will clearly hamper the production process carried out by each employee in each department for which the employee is responsible. If the production process is hampered, it will have implications for reducing the employee's abilities.

2. LITERATURE REVIEW

2.1 Understanding Occupational Safety and Health

Labor protection has several aspects and one of them is safety protection, this protection means that workers can safely carry out their daily work to increase productivity. According to Suwardi and Daryanto (2018) Work safety is safety related to machines, work equipment, materials and management processes, the basis of the workplace and its environment as well as ways of doing work. The target of occupational safety is all workplaces, whether on land, in the ground, on the water surface or in the air. Meanwhile, according to Buntarto (2015), work safety is a condition of avoiding danger while doing work. Work safety is one of the factors that must be carried out while working. No one in the world wants an accident to happen. Work safety really depends on the type, form and environment in which the work is carried out.

2.2 Understanding Work Accidents

Discussions about work accidents have been carried out for a long time. It is not only academics who discuss work accidents, institutions related to workers define work accidents. The Occupational Health and Safety Assessment Series Standard, (18001:2007) defines work accidents as events related to work that can cause injury or pain, and can cause death to workers. Meanwhile in Minister of Manpower Regulation No. 03/Men/1998 states that a work accident is an undesirable and unexpected event that can cause loss of life and property. So, a work accident is an event that is unwanted by everyone, whether in the form of a mild illness or pain that can cause death for workers. Basically, work accidents are a direct result of employee actions and unsafe work environment conditions, both of which should be controlled as best as possible by company management (Reese, 2009). If so, basically a work accident is an event that is unplanned and unwanted by all parties whose nature is to injure work and damage the work environment which makes the work environment increasingly unsafe for workers (Gunawan and Waluyo, 2015).

2.3 Understanding Management Commitment

Implementation of employee occupational health and safety cannot be separated from the active role of company management. The role of management is related to planning, organizing, implementing, supervising and evaluating the implementation of occupational health and safety, because basically management's commitment to the successful implementation of employee occupational health and safety is stated in the Occupational Health and Safety Law in order to prevent work accidents. in companies (Setiawan, et al., 2011). When company management does not have a strong commitment to implementing occupational health and safety in the company, it is not impossible that major work accidents will occur in the company, this is certainly not good for the company. Management commitment is an attitude of management's ability to do everything that has been determined together so that the mutually desired goals can be achieved (Molloy, 2010).

2.4 Understanding the Work Environment

The definition of work environment according to Armstrong (Bagus Kisworo, 2012) is that the work environment consists of the system of work, the design of jobs, working conditions, and the ways in which people are treated at work by their managers and co-workers. The work environment consists of work systems, job design, working conditions and the way in which people are treated at work by their managers and co-workers. Meanwhile, Sedarmayati (2016) provides the

opinion that the work environment is the totality of the tools and materials encountered, the urban environment in which a person works, his work methods, and his work management both as an individual and as a group. Meanwhile, according to Saydam (2000), the work environment is defined as the totality of work infrastructure that exists around employees who are carrying out work which can influence the implementation of the work itself. According to (Sukmasari, 2011) The work environment is an environment where employees work, while working conditions are the conditions in which the employee works. Thus, working conditions are actually one element of the work environment. Because the work space can influence workers, especially the working environment which is psychological in nature, while the influence itself can be positive and can also be negative.

3. RESEARCH METHODS

3.1 Research sites

The location of this research was carried out at PT Pelabuhan Indonesia I (Persero) Belawan Branch, Jln. Raya Port Gabion Belawan 20414, Tel. +62-61-6940262, Mobile: +62-8116484551, Fax. +62-061-6941942. Website:<http://bict.pelindo1.co.id>Email: customercare.bict@pelindo1.co.id

3.2 Types of research

Researchers use a type of causal research or cause-effect relationships. This causal research design is useful for analyzing the relationship between one variable and other variables (Umar, 2013). The variable used in this research is the Occupational Health and Safety Program, while the dependent variable is employee work accidents. This research was conducted using a descriptive method using quantitative research. Quantitative research is research by obtaining data in the form of numbers or qualitative data that is summarized as well. One type of research whose specifications are systematic, planned and clearly structured from the beginning until the creation of the research design.

3.3 Population

Population is a group of analysis units that contain the information you want to know. The population in this research are employees who work at PT Pelabuhan Indonesia I (Persero) Belawan Branch, totaling 345 people.

3.4 Sample

The sampling technique used in this research is a probability technique using simple random sampling (Simple Random Sample Method), namely a sample selection method where each member of the population has the same opportunity to be selected as a member of the sample. Based on the existing formula, the sample size can be calculated as 78 sample people.

3.5 Documentation Study

Secondary data is obtained through document study, namely collecting the required data from documents owned by the company, both unpublished and unpublished. Source The data used in this research are primary data and secondary data.

3.6 Data Quality Testing

Testing the quality of this data consists of testing validity and reliability, then classical assumption testing is carried out consisting of normality tests, multicollinearity tests and heteroscedasticity tests. Testing the quality of this data was carried out on 30 employees who worked at PT Pelabuhan Indonesia I (Persero) Belawan Branch, apart from the number of respondents as the sample for this research.

4. RESULTS AND DISCUSSION

4.1 Occupational Health and Safety Training

The tabulation results of respondents' answers regarding their perceptions of the Occupational Health and Safety training variables in the company are as follows:

Table 2 Tabulation of Respondents' Perceptions Regarding K3 Training

No.	Questionnaire Statement	Strongly Disagree		Don't agree		Disagree		Agree		Strongly agree	
		f	%	f	%	f	%	f	%	F	%
1	Instructors have competencies appropriate to the training material	0	0.00	1	1.28	19	24.36	25	32.05	33	42.31
2	The instructor has good mastery of the material	0	0.00	2	2.56	9	11.54	34	43.59	33	42.31
3	Trainees have never received training	0	0.00	3	3.85	14	17.95	20	25.64	41	52.56
4	Participants have the ability to understand the material presented	0	0.00	0	0.00	8	10.26	35	44.87	35	44.87
5	The material provided is in accordance with the company's needs	0	0.00	1	1.28	12	15.38	20	25.64	45	57.69
6	The material is neatly arranged and easy to understand	0	0.00	2	2.56	4	5.13	26	33.33	46	58.97
7	The training method makes it easier for participants to master the material	0	0.00	0	0.00	10	12.82	33	42.31	35	44.87
8	The method used does not bore the participants	0	0.00	4	5.13	11	14.10	29	37.18	34	43.59

Source: Data processed from research results, 2021

Based on Table 2, it shows the respondents' answers related to the training variable regarding the implementation of employee occupational health and safety at PT Pelabuhan Indonesia I (Persero) Belawan Branch. In the first questionnaire, namely that the instructor had the appropriate competencies for the training material, it was discovered that there were no respondents who answered strongly and strongly disagreed. Respondents who answered disagree were 1 respondent or equal to 1.28%. There were 19 respondents who answered that they disagreed or the same as 24.36%. There were 25 respondents who agreed or equal to 32.05%. Respondents who said they strongly agreed were 33 people or the same as 42.31%. In the second questionnaire, namely that the instructor had good mastery of the material, it was discovered that there were no respondents who answered strongly and strongly disagreed. There were 2 respondents who answered disagree or equal to 2.56%. There were 9 respondents who answered that they disagreed or the same as 11.54%. There were 34 respondents who agreed or equal to 43.59%. Respondents who said they strongly agreed were 33 people or the same as 42.31%. These results provide information that

employees have the perception that the training instructor mastered the training material taught well and delivered it well by them.

In the third questionnaire, namely that the training participants had never received training, it was discovered that there were no respondents who answered strongly and strongly disagreed. There were 3 respondents who answered disagree or equal to 3.85%. There were 14 respondents who answered that they disagreed or the same as 17.95%. There were 20 respondents who agreed or equal to 25.64%. Respondents who said they strongly agreed were 41 people or the same as 52.56%. These results provide information that employees who receive training are truly employees who have never received this training. In the fourth questionnaire, namely that participants had the ability to understand the material presented, it was discovered that there were no respondents who answered strongly disagree and disagree. There were 8 respondents who answered that they disagreed or the same as 16.33%. There were 35 respondents who agreed or equal to 44.87%. Respondents who said they strongly agreed were 35 people or the same as 44.87%. These results indicate that the material presented by the instructor was able to be absorbed and understood by the majority of training participants.

In the fifth questionnaire, namely the material provided in accordance with the company's needs, it was discovered that there were no respondents who answered strongly and strongly disagreed. Respondents who answered disagree were 1 respondent or equal to 1.28%. There were 12 respondents who answered that they disagreed or the same as 15.38%. There were 20 respondents who agreed or equal to 25.64%. Respondents who said they strongly agreed were 45 people or the same as 57.69%. These results provide information that employees have the perception that the material presented in the training is important material to be taught to all employees in relation to avoiding occupational risks faced by all employees. In the sixth questionnaire, where the material was neatly arranged and easy to understand, it was discovered that there were no respondents who answered strongly and strongly disagreed. There were 2 respondents who answered disagree or equal to 2.56%. There were 4 respondents who answered that they disagreed or the same as 5.13%. There were 26 respondents who agreed or equal to 33.33%. Respondents who said they strongly agreed were 46 people or the same as 58.97%. These results provide information that employees have the perception that the material presented is very neatly structured so that it is easily understood by the majority of training participants.

In the seventh questionnaire, namely the training method makes it easier for participants to master the material, it is known that there were no respondents who answered strongly disagree and disagree. There were 10 respondents who answered that they disagreed or the same as 12.82%. There were 33 respondents who agreed or the same as 42.31%. Respondents who said they strongly agreed were 35 people or the same as 44.87%. These results provide information that employees have the perception that the training methods used by instructors are very interesting, which ultimately makes it easier for the majority of training participants to understand each material provided. In the eighth questionnaire, namely the method used did not bore the participants, it was discovered that there were no respondents who answered strongly and strongly disagreed. There were 4 respondents who answered disagree or the same as 5.13%. There were 11 respondents who answered that they disagreed or the same as 14.10%. There were 29 respondents who agreed or equal to 37.18%. Respondents who said they strongly agreed were 34 people or the same as 43.59%. These results provide information that the majority of employees have the perception that the methods used in training do not make training participants bored, the conditions also make it easy for participants to absorb and understand any material presented by the training instructor.

4.2 Work accident

The tabulation results of respondents' answers regarding their perceptions of work accident variables in the company are as follows:

Table 3 Tabulation of Respondents' Perceptions About Work Accidents

No.	Questionnaire Statement	Strongly Disagree		Don't agree		Disagree		Agree		Very Agree	
		f	%	f	%	f	%	f	%	F	%
1	Obligations of workers and company management	0	0.00	32	41.03	37	47.44	9	11.54	0	0.00
2	First aid	0	0.00	41	52.56	21	26.92	16	20.51	0	0.00
3	Testing equipment before use	0	0.00	19	24.36	45	57.69	14	17.95	0	0.00
4	Use of personal protective equipment for employees	0	0.00	44	56.41	23	29.49	11	14.10	0	0.00
5	Monitoring employee behavior	0	0.00	36	46.15	28	35.90	14	17.95	0	0.00
6	Supervision of employee compliance	0	0.00	44	56.41	30	38.46	4	5.13	0	0.00
7	Work in accordance with formal education	0	0.00	13	16.67	51	65.38	14	17.95	0	0.00
8	Work according to work safety standards	0	0.00	30	38.46	34	43.59	14	17.95	0	0.00
9	Get training before getting a job assignment	0	0.00	49	62.82	16	20.51	13	16.67	0	0.00
10	Receive regular occupational health and safety training at the company	0	0.00	51	65.38	17	21.79	10	12.82	0	0.00

Source: Data processed from research results, 2021

Based on Table 5.11, it shows the respondents' answers regarding employee work accident variables at PT Pelabuhan Indonesia I (Persero) Belawan Branch. In the first questionnaire, namely that management and employees have different obligations to carry out work accident prevention regulations, it was discovered that there were no respondents who answered that they strongly disagreed. Respondents who answered disagree were 32 respondents or the same as 41.03%. Respondents who answered that they disagreed were 37 respondents or the same as 47.44%. There were 9 respondents who agreed or equal to 11.54%. There were no respondents who stated that they strongly agreed. These results provide information that the majority of employees expressed a perception that they did not agree with the obligations between workers and company management. In the second questionnaire, namely that the company management had not implemented the regulations regarding first aid for accidents in the company, it was discovered that there were no respondents who answered that they strongly disagreed. Respondents who answered disagree were 42 respondents or the same as 52.56%. There were 21 respondents who answered that they disagreed or the same as 26.92%. There were 16 respondents who agreed or equal to 20.51%. There were no respondents who stated that they strongly agreed. These results provide information that the majority of employees have a disapproving perception that first aid for accidents provided by company management has been maximally felt by employees.

In the third questionnaire, namely that the company management did not optimally implement standardization for testing equipment before it was used by employees, it was discovered that there were no respondents who answered that they strongly disagreed. There were 19 respondents who answered disagree or equal to 24.36%. There were 45 respondents who answered that they disagreed or the same as 57.69%. There were 14 respondents who agreed or

equal to 17.95%. There were no respondents who stated that they strongly agreed. The results of this research prove that employees have a perception that they do not agree that every equipment owned by the company is tested beforehand by employees. In the fourth questionnaire, namely that company management did not optimally implement standardization of the use of personal protective equipment for employees to prevent accidents, it was discovered that there were no respondents who answered strongly and strongly disagreed. Respondents who answered disagree were 44 respondents or the same as 56.41%. Respondents who answered that they disagreed were 23 respondents or the same as 29.49%. There were 11 respondents who agreed or equal to 14.10%. There were no respondents who stated that they strongly agreed. These results provide information that employees have a disapproving perception that at all times employees use personal protective equipment while working.

In the fifth questionnaire, namely monitoring employee behavior by management which was less than optimal, it was discovered that there were no respondents who answered strongly and strongly disagreed. Respondents who answered disagree were 36 respondents or the same as 46.15%. There were 28 respondents who answered that they disagreed or the same as 35.90%. There were 14 respondents who agreed or equal to 17.95%. There were no respondents who stated that they strongly agreed. These results provide information that employees have a disapproving perception that management has supervised every behavior possessed by employees in avoiding work accidents. In the sixth questionnaire, namely that supervision of employee compliance carried out by management was less than optimal, it was discovered that there were no respondents who answered strongly and strongly disagreed. Respondents who answered disagree were 44 respondents or the same as 56.41%. There were 30 respondents who answered that they disagreed or the same as 48.46%. There were 4 respondents who agreed or equal to 5.13%. There were no respondents who stated that they strongly agreed. These results indicate that employees have a disapproving perception that management has supervised employee compliance in implementing occupational health and safety in the company as an effort to prevent work accidents in the company.

In the seventh questionnaire, namely employees working outside their formal education, it was discovered that there were no respondents who answered strongly and strongly disagreed. There were 13 respondents who answered disagree or equal to 16.67%. There were 51 respondents who answered that they disagreed or the same as 65.38%. There were 14 respondents who agreed or equal to 17.95%. There were no respondents who stated that they strongly agreed. These results provide knowledge that employees have a perception that they do not agree that employees work in accordance with the formal education they have. This provides information that many employees work in ways that are not in accordance with the formal education they have. In the eighth questionnaire, namely that employees do not always work according to work safety standards, it was discovered that there were no respondents who answered strongly and strongly disagreed. There were 30 respondents who answered disagree or the same as 38.46%. There were 34 respondents who answered that they disagreed or the same as 43.59%. There were 14 respondents who agreed or equal to 17.95%. There were no respondents who stated that they strongly agreed. These results provide information about the perceptions of employees who do not agree that employees working in the company have implemented work health and safety standards in the company as a form of employee compliance to avoid work accidents in the company.

In the ninth questionnaire, namely that employees will receive training before receiving work assignments, it is known that there were no respondents who answered strongly and strongly disagreed. Respondents who answered disagree were 49 respondents or the same as 62.82%. There were 16 respondents who answered that they disagreed or the same as 20.51%. There were 13 respondents who agreed or equal to 16.67%. There were no respondents who stated that they strongly agreed. These results provide information that employees have disapproving perceptions regarding the training received by employees before carrying out tasks received from company management. This means that not all tasks assigned by company management are given special

training related to that task. In the tenth questionnaire, namely that employees will receive regular occupational health and safety training at the company, it was discovered that there were no respondents who answered strongly and strongly disagreed. Respondents who answered disagree were 51 respondents or the same as 65.38%. There were 17 respondents who answered that they disagreed or the same as 21.79%. There were 10 respondents who agreed or equal to 12.82%. There were no respondents who stated that they strongly agreed. These results provide information about employee perceptions that they do not agree that employees receive routine occupational health and safety training from the company.

4.3 Hypothesis test

Testing the hypothesis of the relationship between management commitment and work accidents in this study used the Spearman Rank test using the SPSS application. The test results can be seen in the following table:

Table 4 Hypothesis Testing Results

Variable	Test result			
	Correlation	Sig.	Direction of Relationship	Relationship Quality
Management Commitment	-0.314	0.005	Negative	Low
Work environment	-0.405	0.000	Negative	Currently
K3 procedures	-0.409	0.000	Negative	Currently
K3 training	-0.386	0.000	Negative	Low

Source: Data processed from research results, 2021

Table 4 shows the results of hypothesis testing between the independent variable and the dependent variable. Judging from the test results of the relationship between management commitment and work accidents, it is known that it has a significant value of 0.005, which is smaller than 0.05, so it can be concluded that there is a significant relationship between management commitment and work accidents. The direction of the relationship between management commitment and work accidents is a negative relationship, meaning that when management commitment increases, employee work accidents will be reduced or decreased by the coefficient value. The magnitude of the relationship between management commitment and work accidents is 0.314, meaning that every time management commitment is increased, it has the opportunity to reduce the number of work accidents by 31.4% from the usual normal situation. Judging from the test results of the relationship between the work environment and work accidents, it is known that it has a significant value of 0.000, which is less than 0.05, so it can be concluded that there is a significant relationship between the work environment and work accidents. The direction of the relationship between the work environment and work accidents is a negative relationship, meaning that when the work environment is improved and its quality is improved, employee work accidents will be reduced or decreased by the value of the coefficient. The value of the relationship between the work environment and work accidents is 0.405, meaning that every time the work environment is improved and its quality is improved, it will be able to reduce the number of work accidents by 40.5% of the normal situation. The magnitude of this relationship indicates that the quality of the relationship is a moderate relationship

Judging from the test results, the relationship between work health and safety procedures and work accidents is known to have a significant value of 0.000, which is less than 0.05, so it can be concluded that there is a significant relationship between work health and safety procedures and work accidents. The direction of the relationship between occupational health and safety procedures and work accidents is a negative relationship, meaning that when work health and safety procedures are improved and improved for the better, employee work accidents will be reduced or decreased by the coefficient value. The value of the relationship between occupational

health and safety procedures and work accidents is 0.409, meaning that every work health and safety procedure is improved and improved to be better, will be able to reduce the number of work accidents by 40.9% from normal conditions. The magnitude of this relationship indicates that the quality of the relationship is a moderate relationship. Judging from the test results, the relationship between occupational health and safety training and work accidents is known to have a significant value of 0.000, which is less than 0.05, so it can be concluded that there is a significant relationship between occupational health and safety training and work accidents. The direction of the relationship between occupational health and safety training and work accidents is a negative relationship, meaning that when the quality of occupational health and safety training is improved, employee work accidents will be reduced or decreased by the coefficient value. The value of the relationship between occupational health and safety training and work accidents is 0.386, meaning that every time work health and safety training is improved, it will be able to reduce the number of work accidents by 38.6% of the normal situation.

5. DISCUSSION

5.1 The Relationship between Management Commitment and Work Accidents

As is known, there is a significant relationship between management commitment and work accidents at PT. Indonesian Harbor – I (Persero) Belawan Branch. The direction of the relationship between management commitment and work accidents is a negative relationship with low relationship quality. This means that when management commitment is increased, work accidents will occur at PT. Pelabuhan Indonesia – I (Persero) Belawan Branch can be pressured by company management, even though it is known that the quality of the relationship is low. In other words, the possibility of management commitment to reduce the occurrence of accidents is only 31.4%. These results provide information for the management of PT. Pelabuhan Indonesia – I (Persero) Belawan Branch that the management commitment of PT. It is important to pay attention to the Port of Indonesia - I (Persero) Belawan Branch as a manifestation of the company's desire to reduce the number of work accidents that often occur in businesses that have a high risk of accidents, such as this port business, which uses heavy equipment. Management needs to realize and consider that its commitment to reducing the number of safe work accidents helps the company reduce the loss of human resources or quality employees that it has, because creating employees with good quality requires a lot of money. Therefore,

Judging from the respondents' answers, it is known that there were 19.23% of respondents who said they did not agree that company management had given sanctions to employees who did not comply or violated the regulations set by management. This means that employees have the perception and view that not all employees receive sanctions from management when they violate or do not comply with established regulations. This perception is certainly not good if it continues to exist in the minds of employees. Therefore, company management should be straight and firm in implementing and enforcing existing regulations, especially regulations related to the implementation of occupational health and safety that have been determined by the company's top management. Apart from that, there are 17.95% of employees who have the perception that they do not agree if management has provided training to all employees regarding work health and safety procedures, whether organized by company management in collaboration with third parties, or organized by other competent institutions. In fact, 1.28% of respondents felt they had not received training on health and safety procedures related to their daily work activities. This means that every time there is training organized by management, there are employees who do not receive the training. Management is very important to respond to this. Management should eliminate this perception in the minds of employees by providing them with as clear information as possible about the implementation of the training. This is very important so that employee work conduciveness is maintained well.

The results of this research basically support the results of previous research conducted by Ibrahim, et al (2010); Anggit, et al (2016) and research conducted by Demely (2018) stated that

management commitment has a negative and significant relationship with work accidents in companies. This research has added to the literature on the negative relationship between management commitment and work accidents, which has previously been carried out by previous researchers such as Ibrahim, et al (2010); Anggit, et al (2016) and research conducted by Demely (2018). The results of this research show that management commitment is an important variable that must be carried out by all company management so that work accidents can be maximally avoided.

5.2 The Relationship between the Work Environment and Work Accidents

The results of this research show that there is a significant relationship between the work environment and work accidents at PT. Indonesian Harbor – I (Persero) Belawan Branch. The direction of the relationship between the work environment and work accidents is a negative relationship with moderate relationship quality. This means that when the work environment is improved, work accidents will occur at PT. Pelabuhan Indonesia – I (Persero) Belawan Branch can be pressured by company management, even though it is known that the quality of the relationship is moderate. In other words, the possibility of the work environment reducing the occurrence of accidents is only 40.5%. The work environment is a work place provided by PT management. Pelabuhan Indonesia – I (Persero) Belawan Branch for employees to complete their work and provide great benefits for company management. Good working environment conditions with safety facilities that can prevent work accidents whose occurrence is difficult to predict. The results of this research should make the management of PT. Pelabuhan Indonesia – I (Persero) Belawan Branch is more intensively preparing every piece of equipment and equipment that supports the prevention of unexpected work accidents. Creating a friendly and comfortable work environment for employees is something that company management cannot ignore. A friendly and comfortable work environment for all employees will increase employees' sense of security at work,

Not a few company management ignore the conditions of their work environment, so it is natural that currently work accidents due to work environment conditions that are not friendly to employees are one of the factors causing the high rate of work accidents in Indonesia. The results of this research are important information for PT management. Pelabuhan Indonesia – I (Persero) Belawan Branch to really focus and intensely create a good, friendly and comfortable work environment for employees. Judging from the perception that is built up in employees, it is clearly reflected in the responses they give in the answers to each questionnaire submitted. It is known that regarding the lighting in the workplace, the majority of employees stated that the lighting in the workplace was very good, but company management could not ignore the 20.51% of employees who stated that they did not agree that the lighting in their workplace was in accordance with maximum needs. There were even 5.13% who stated that the lighting where they worked was not optimal or inadequate. This condition needs to be reviewed by management to ensure that the lighting needs in the workplace for each section and each person are met according to the lighting standards set by company management. So that employees will work as comfortably and as well as possible,

Other information obtained was related to air circulation in the workplace, the majority of employees stated that the place they worked had very good air circulation, however there were 17.95% of employees who said they did not agree that the air circulation in their place was good. Management needs to pay close attention to employee perceptions so that employees work comfortably and feel safe, so that work accidents can be avoided by everyone. It is important for management to check and review the air circulation in each workplace throughout the company's locations. So that work conduciveness for each employee can be achieved well. Then, if you look at the size of the work area for each section and each person in the company, the majority of employees agree with this, but company management cannot ignore the 17.95% of employees who disagree if it is stated that their work area is quite large, in fact there are 5.13% of employees firmly stated that their workplace was not spacious. This means that company management needs

to reorganize the workplace for each employee. Providing each employee with a workplace that is slightly larger than the minimum standards set by company management will certainly be better overall, especially in relation to the comfort felt by each employee at work.

Furthermore, it is known about employee perceptions regarding the distance between one employee and other employees which is in accordance with the standards set by company management. The majority of employees agree that the distance between one employee and another employee is in accordance with the standards that have been set, however there are 28.21% of employees who disagree that the distance meets the standards set by management, in fact there are 1.28% of employees who firmly agree stated that he did not agree if the distance met the standards. The rational action that needs to be taken by management is to check whether the distance in question is in accordance with the minimum standards set by management itself or not. The results of this research have proven the results of previous research conducted by Delima (2020) which stated that the work environment is significantly related to accidents with a very strong negative relationship. If you look at the results of Delima's research (2020) and this research, it shows the level of significance and direction of the relationship is the same. However, the results of research conducted by Iqbal and Feri (2014) stated that there is a significant relationship between the work environment and work accidents, but the direction of the moderate positive relationship shows that the results of this study significantly have the same results, but are different in terms of the direction of the relationship. Of course, these different results become a wealth of literature about the relationship between the work environment and work accidents,

5.3 Relationship between Occupational Health and Safety Procedures and Work Accidents

The results of this research show that there is a significant relationship between occupational health and safety procedures and work accidents at PT. Indonesian Harbor – I (Persero) Belawan Branch. The direction of the relationship between occupational health and safety procedures and work accidents is a negative relationship with moderate relationship quality. This means that when work health and safety procedures are improved, work accidents will occur at PT. Pelabuhan Indonesia – I (Persero) Belawan Branch can be pressured by company management, even though it is known that the quality of the relationship is moderate. In other words, the possibility of occupational health and safety procedures to reduce the occurrence of accidents is only 40.9%. Occupational health and safety procedures are the variables with the greatest level of relationship compared to other variables, meaning that occupational health and safety procedures are very important to be studied and implemented properly by all residents at PT. Indonesian Harbor – I (Persero) Belawan Branch. Occupational health and safety procedures are stages, procedures for all residents at PT. Pelabuhan Indonesia – I (Persero) Belawan Branch to be complied with and implemented as well as possible. Good procedures will be able to prevent work accidents in the company. Good procedures include all things that can predict and avoid work accidents in the company. Good procedures can be adapted to the conditions of development of occupational health and safety technology at PT. Indonesian Harbor – I (Persero) Belawan Branch.

The results of the tabulation of respondents' answers which is information about employee perceptions related to the implementation of work health and safety procedures in the company can be seen that it is related to pProcedures can identify each nature of job risk. Most employees agree with this statement, but there are 21.79% of employees who say they do not agree with this, and there are even 1.28% who strongly disagree with this statement. This means that employee perceptions indicate that the procedures currently implemented by company management are doubtful in their ability to detect as early as possible the chance of a work accident occurring which is undesirable for all parties. Therefore, management should pay attention to and review every procedure carried out by management. There is also no harm for management to review every procedure it has carried out. It is further known that related to the procedure is easy to evaluate and adapt to company conditions, the majority of employees stated that they agreed with this, however there were 19.23% of employees who said they did not agree with this statement, in fact 1.28% of

employees stated that they did not agree with this. This means that the implementation of occupational health and safety procedures carried out by company management is not easy to evaluate and adapt to the latest conditions existing in the company. There are employees who express doubt that the current procedures are able to adapt to the company's current conditions. This condition needs to be considered by management and it is necessary to review things that some employees have doubts about. The results of this research prove the results of research conducted by Sukma, et al (2019) which stated that in their research work health and safety procedures had an effect on work accidents. This shows that the results of this research are in accordance with the results of previous research conducted by Sukma, et al (2019). Thus, occupational health and safety procedures are important things to pay attention to, improve and improve their quality. However, the results of this study are different from the results of research conducted by Kaynak, et al (2016) which stated that procedures were not a variable that significantly influenced employee work accidents. Differences in research results can be caused by many factors such as different places and times of research.

5.4 The Relationship between Occupational Health and Safety Training and Work Accidents

The results of this research show that there is a significant relationship between occupational health and safety training and work accidents at PT. Indonesian Harbor – I (Persero) Belawan Branch. The direction of the relationship between occupational health and safety training and work accidents is a negative relationship with low relationship quality. This means that when occupational health and safety training is improved, work accidents will occur at PT. Pelabuhan Indonesia – I (Persero) Belawan Branch can be pressured by company management, even though it is known that the quality of the relationship is low. In other words, the possibility of occupational health and safety training to reduce the occurrence of accidents is only 38.6%. One manifestation of the strong desire of PT management. Pelabuhan Indonesia – I (Persero) Belawan Branch prevents work accidents in the company by implementing training programs for all employees who work for the company. The results of this research should provide information for PT management. Pelabuhan Indonesia – I (Persero) Belawan Branch that occupational health and safety training is a very important thing for management to do. The results of this research should be an encouragement for company management to be moved to actively prevent work accidents in the company by providing work health and safety training to all employees who are actively working, especially employees who work with a high level of risk of work accidents. good for work that can cause minor injuries to death. If training is carried out indirectly, it will help companies minimize the loss of good quality employees.

Based on the tabulation results of respondents' answers, it is known that employee perceptions about iThe majority of employees agreed that the instructor had competencies that matched the training material, but there were 24.36% of employees who disagreed if it was stated that the instructor had good competencies in accordance with the training materials delivered. There were even 1.28% of employees who stated firmly that the instructor did not have the skills to match the material presented in the training. In this regard, there is nothing wrong with company management paying attention to and considering employee perceptions, and there is a need for company management to check each instructor's competency so that employees' ability to avoid work accidents in the company can be avoided as much as possible. Work accidents only harm management financially and financially. Furthermore, it is known that employees' perceptions about training participants had never received training, the majority of employees said they agreed, but there were 17.95% of employees who said they disagreed with this statement, this was reinforced by the presence of 3.85% of employees who said they did not agree with the statement because according to them there were Those who have received training receive training again. Of course, management has its own perspective regarding employees who have received training and are given the same training again. However, it is necessary for management to have a database of employees who have received training and those who have not received training. To confirm

employee abilities after receiving training. The results of this research have proven the results of research conducted by Lambang, et al (2016); Kaynak, et al (2016) stated that there is a significant relationship between occupational health and safety training and work accidents in companies. The results of this study confirm that research conducted by Lambang, et al (2016); Kaynak, et al (2016) still has good relevance to pay attention to the results of their research.

5. CONCLUSIONS

Based on previous explanations, this research finally provides the following conclusions:

1. Management's commitment to implementing occupational health and safety is significantly related to employee work accidents at PT Pelabuhan Indonesia I (Persero) Belawan Branch. The relationship between management commitment and work accidents is a negative relationship with a relationship size of 0.314, meaning that when management commitment is increased, the possibility of work accidents can be avoided or reduced by 0.314 times. Even though this relationship is low, it has a relationship that needs to be paid attention to by company management. There are 2 important issues in this section based on the tabulation of questionnaire answers. The first issue is about management giving sanctions to employees who do not comply, and the second issue is about management providing training to all employees related to occupational health and safety.
2. The implementation of occupational health and safety in the company's work environment is significantly related to employee work accidents at PT Pelabuhan Indonesia I (Persero) Belawan Branch. The relationship between the work environment and work accidents is a negative relationship with the magnitude of the relationship being 0.405, meaning that when the work environment is improved, the possibility of work accidents can be avoided or reduced by 0.405 times. The relationship between the work environment is a moderate relationship, however the work environment is one of the variables that company management must pay attention to to avoid work accidents in the company. These results also show that there are 4 issues based on the tabulation of respondents' answers, the first issue is about lighting according to work space needs,
3. Occupational health and safety procedures are significantly related to employee work accidents at PT Pelabuhan Indonesia I (Persero) Belawan Branch. The relationship between occupational health and safety procedures and work accidents is a negative relationship with a relationship size of 0.409, meaning that when work health and safety procedures are improved, the possibility of work accidents can be avoided or reduced by 0.409 times. The relationship between occupational health and safety procedures is a moderate relationship, but needs to be paid attention to by company management. There are 2 issues in this section referring to the tabulation of respondents' answers, the first issue is about procedures for identifying each nature of work risk, and the second issue is about procedures that are easy to evaluate and adapt to company conditions. The issue of work health and safety procedures is an important consideration for management to reduce the level of work accidents that occur in the company.
4. Employee training in implementing occupational health and safety is significantly related to employee work accidents at PT Pelabuhan Indonesia I (Persero) Belawan Branch. The relationship between occupational health and safety training and work accidents is a negative relationship with a relationship size of 0.386, meaning that when work health and safety training is improved, the possibility of work accidents can be avoided or reduced by 0.386 times. The relationship between occupational health and safety training is a low relationship, but needs to be paid attention to by company management. There are 2 issues that management needs to pay attention to, the first issue is about instructors

having competencies appropriate to the training material and the second issue is about training participants who have never received training.

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ANALYSIS OF THE IMPLEMENTATION OF OCCUPATIONAL HEALTH AND SAFETY IN PREVENTING WORK ACCIDENTS IN PT PELABUHAN INDONESIA I (PERSERO) BELAWAN BRANCH

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