



The Role of Leadership in Realizing Occupational Safety and Health of Employees at The Housekeeping Department of PT ISS Indonesia Siloam Hospitals TB Simatupang Area, South Jakarta

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Abstract: The purpose of this paper is to determine the role of leadership in realizing employee safety and health at the Housekeeping Department of PT ISS Indonesia Siloam Hospitals TB Simatupang Area, South Jakarta. Data collection techniques used in this observation are Observation, Interview, and Literature Study Method. Based on the results, it is known that the efforts made so that employees can be protected occupational safety and health are by measuring, supervising, identifying hazards or risks, preventing accidents, preventing diseases, and the role of leaders in realizing employee safety and health. The author gives suggestions (1) Companies must implement the Safety Training Observation Program (STOP) which is to stop unsafe work, communicate hazards and their control and give awards or praise to workers who behave safely. (2) The role of leadership must be increased to realize safety and health. employees, because the attitudes and behavior of employees will be determined by the attitudes and behavior of their leaders at work.

Keywords: Leadership, Occupational Safety and Health

INTRODUCTION

Occupational safety and health (K3) is an effort to suppress or reduce the risk of accidents and occupational diseases. In the world of business and industry, the application of K3 is very important to pay attention to. This is done so that workers avoid various work accidents that can have an impact on the level of worker productivity and can affect the quality of products in a production (Tjandra 2006).

Based on data from the International Labor Organization (ILO) in 2013, it was stated that 15 seconds there was one worker who died due to a work accident (Ministry of Health 2014). According to the International Labor Organization (2013), in economic terms it is estimated that the annual loss due to work accidents and occupational diseases in some countries can reach four percent of the Gross National Product (GNP). The industrialization process of Indonesian society is growing rapidly with the establishment of various companies and workplaces. This rapid industrial development is also accompanied by the risk of greater and

more diverse hazards due to the transfer of technology in which the use of increasingly complex machines and work equipment to support the production process. This can cause occupational health and safety problems (Novianto 2020).

The rate of work accidents in Indonesia is still relatively high and tends to increase every year, even data from international and national institutions shows that work accidents are still high (Kurniawidjaja 2015). Efforts should be made to improve occupational safety and health to protect human capital assets and support the nation's competitive advantage. The high number of work accidents can have a very large impact, both direct and indirect losses, both for the workforce and for the company. The high number of work accidents shows that there is still a lack of awareness of workers and companies in handling work safety problems. Therefore, a risk measurement is needed.

Human resource management plays an active role in improving employee performance through a number of variables that influence it, including leadership and occupational safety and health (K3). According to Kerlinger and Padhazur (1987) in Dwiyanto (2002) states leadership has a very important role in improving employee performance because effective leadership provides direction to the efforts of all workers in achieving organizational goals. In addition to leadership, K3 also plays an important role in assessing employee performance.

Obstacles that often occur during socialization regarding occupational safety and health are the indifference of Housekeeping employees to participate in socialization forums, and do not want to know about the importance of occupational safety and health. So that every time they work on their respective floor areas, some Housekeeping employees do not wear PPE (Personal Protective Equipment). Another obstacle is the lack of attention to the use of SOP (Standard Operating Procedure).

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

Leadership is an ability that exists within a person to be able to influence others or guide certain parties to achieve goals. Drath and Palus in Gary Yukl (2015) state that leadership is a process to understand what people do together, so that they understand and want to do it.

Meanwhile, according to Sutikno (2014), leadership in organizations is directed to influence the people they lead, to want to act as expected or directed by others who lead them.

Veithzal Rivai (2013) argues that leadership is a behavior with a specific purpose to influence the activities of group members to achieve common goals designed to provide individual and organizational benefits, so that in an organization leadership is a very important factor in determining achievement. goals set by the organization.

Katz and Kahn in Capi Priatna (2015) argue that leadership is a gradual increase in influence over mechanical compliance with routine organizational directions.

Based on all the understandings that have been put forward by the experts above, it can be concluded that leadership is the process and behavior of a leader in influencing the behavior and empowering his subordinates to want to work together in carrying out their duties and responsibilities to achieve company goals.

Leadership style is the basis for classifying leadership types. Style means attitude, movement, behavior, good attitude, good gestures, strength, ability to do good. And leadership style is behavior and strategy, as a result of a combination of philosophies, skills, traits, attitudes, which are often applied by a leader when he tries to influence the performance of his subordinates.

The following is a definition of leadership style put forward by several experts:[1] Hasibuan (2016), states that Leadership Style is the way a leader influences the behavior of subordinates which aims to encourage work passion, job satisfaction and high employee productivity, in order to achieve maximum organizational goals; [2] Heidjrachman and Husnan in Frengky Basna (2016) state that the leadership style represents the philosophy,

skills, and attitudes of leaders in politics. Leadership style is a pattern of behavior designed to integrate organizational goals with individual goals to achieve certain goals; [3] Leadership style according to Thoha (2010) is a behavioral norm used by a person when that person tries to influence the behavior of others or subordinates; [4] H. Joseph Reitz in Indah Dwi Rahayu (2017), in carrying out leader activities there are several factors that influence leadership style, that is personality, expectations and behavior of superiors, Organizational climate and policies, and expectations and behavior.

Humans are social creatures who cannot live alone. In life, humans always interact with each other and with the environment. Humans are creatures of God who are the highest compared to other creatures of God. Humans are endowed with the ability to think, the ability to sort and choose what is good and what is bad. With these advantages, humans should be able to manage the environment well.

Based on the background and literature review above, the author makes the title of this observation is The Role of Leadership in Achieving Occupational Safety and Health of Employees in the Housekeeping Department at PT ISS Indonesia Siloam Hospitals TB Simatupang Area, South Jakarta.

The framework of thought in writing this scientific paper is as shown in the image below:

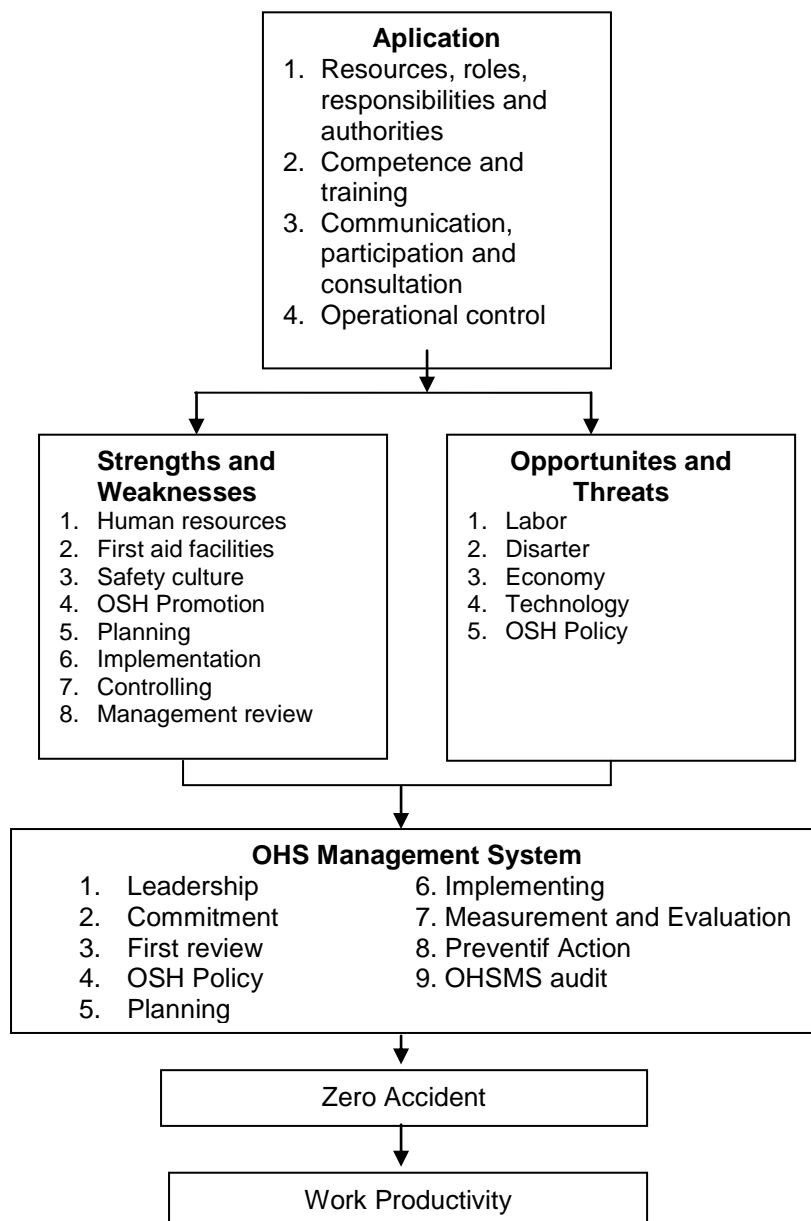


Figure 1. Framework of Thought (Developed by Author)

Based on the framework and line of thinking of the research above, then the proposition of this research is as follows: [1] Implementation of OHS Management System at PT ISS Indonesia Siloam Hospitals TB Simatupang Area, South Jakarta, has not been able to optimize employee performance; [2] Implementation of OHS Management System at PT ISS Indonesia Siloam Hospitals TB Simatupang Area, South Jakarta is in the S(Strengthness) T (Threats) strategy position, which is to use the strength of a company to avoid or reduce the impact external threats; [3] Obstacles to the Implementation of the Occupational Health and Safety Management System (OHSMS) at PT ISS Indonesia Siloam Hospitals TB Simatupang Area, South Jakarta can now be overcome and minimized; [4] Implementation of Occupational Health and Safety Management System (OHSMS) can optimize the performance of employees at PT ISS Indonesia Siloam Hospitals TB Simatupang Area, South Jakarta.

METHODS

In writing the results of these observations, the authors take data with the following methods: [1] Observation, the author makes direct observations and studies activities regarding problems related to the title of writing. Sugiyono (2014) state that observation is a complex process, a process composed of various biological and psychological processes, whereas Riyanto (2010) states, observation is a method of collecting data using direct or indirect observations; [2] Interview, the author conducts questions and answers with the employees or officers who are responsible for the company; [3] Library Study Method, sources of data obtained indirectly by reading and studying reference books related to the discussion in this report.

RESULT AND DISCUSSION

Based on the author's observational data collected from the field, which is adjusted to the problem and purpose of writing. The following are the results of observations and discussions regarding the Role of Leadership in Achieving Occupational Safety and Health at the Housekeeping Department at PT ISS Indonesia Siloam Hospitals TB Simatupang Area, South Jakarta, the results of the discussion are as follows: [1] Efforts are being made so that employees in the Housekeeping department of PT ISS Indonesia who work in the Siloam TB Simatupang Hospital area are protected for their occupational safety and health. The ISS Indonesia Leader created an Occupational Safety and Health Program, which aims to ensure that Housekeeping employees can be protected by their occupational safety and health, namely: (a) Prevent, reduce and extinguish fire, explosion hazard; (b) Making means as a way to save yourself in the event of a fire or other dangerous incident; (c) Provide assistance in accidents (PPK); (d) Provide personal protective equipment to employees; (e) Prevent and control the emergence or spread of temperature, humidity, dust, dirt, smoke, steam, gas, gusts of wind, radiation, sound, and vibration; (f) Prevent and control the incidence of occupational diseases, both physically (poisoning, infection, and transmission) and psychologically (mental fatigue, depression, and so on); (g) Obtain adequate and appropriate light application; (h) Regulate the temperature and humidity of the air properly; (i) Maintain environmental cleanliness and order; (j) Creating harmony in the work process' (k) Streamlining loading and unloading and storage of goods/materials' (l) Prevents dangerous electric current; (m) Improving supervision of work that has a high accident potential. [2] Housekeeping officers at Siloam TB Simatupang Hospital are required to use personal protective equipment every time they do work, to avoid or reduce the risk of work accidents. Personal protective equipment that must be used is a mask, latex gloves, and boots when working in slippery areas or other certain places. The personal protective equipment is not provided by the hospital, but is provided by PT ISS Indonesia. [3] Carry out K3 training supported by Silom TB Simatupang Hospital. OSH training is very important for

workers, especially for workers who do not have a basic knowledge of K3 and work in a work environment with high risk or danger. This training aims to provide knowledge about K3, which will later be applied by Housekeeping officers in the workplace, so that they can be more careful at work. [4] Providing rewards for workers who always work well and obey existing regulations and provide punishment in the form of warnings to workers who do not comply with regulations while working. It is hoped that such things can increase the awareness of Housekeeping officers, and can increase their productivity at work.

The leadership role in the Housekeeping department of PT ISS Indonesia in realizing the occupational safety and health of employees working in the area of Siloam Hospitals TB Simatupang, namely: [1] The role of the leader is also able to minimize the occurrence of accidents and improve safety performance both personally and corporately. The role of a leader who can be an example or role model, motivates, and encourages his subordinates to behave safely at work is the key to the company's success in improving safety performance; [2] implementation of safety leadership through a motivational approach and direction from the leadership to workers so that it will improve the safety performance of individuals and companies; [3] The role of leadership in realizing occupational safety and health is that the leader is able to be an example of behavior, that work safety is very important to be a good role model including: (a) leader who adheres to and applies safety rules consistently and without exception starts with himself. This action is important to give the view to all members of the organization that the leader carries out what is said; (b) communicating the importance of safety at work, participating in safety talks, and safety induction; (c) engage in work safety activities, including safety inspections, and monitoring safety programs; (d) encouraging, motivating, and encouraging workers to contribute to the implementation of work safety, the goal can be achieved by giving awards, and giving recognition to workers who have good safety performance; (e) establish work safety in the company's key performance indicators.

CONCLUSIONS

The efforts made so that employees in the Housekeeping department of PT ISS Indonesia who work in the Siloam TB Simatupang Hospital area are protected by their occupational safety and health, namely: [1] Identify hazards or risks that can arise in the work environment; [2] Prevention of occupational diseases by always wearing PPE, especially masks and gloves; [3] Evaluate the types of personal protective equipment that are suitable for every activity carried out by Housekeeping officers.

The role of leadership in realizing the occupational safety and health of employees working in the Siloam Hospitals TB Simatupang area is to always apply a strong safety culture, including Safety leadership through a motivational approach and direction from the leadership to workers so as to improve individual and company safety performance. Thus, safety leadership plays a very important role as the key to success in building a strong safety culture in high-risk areas of the hospital.

SUGGESTION

Efforts that have been made to protect the safety and health of employees still need to be added, including implementing the Safety Training Observation Program (STOP), namely stopping unsafe work, communicating hazards and their controls and giving rewards or praise to workers who behave safely, and then the role of leadership must be increased to realize the safety and health of its employees, because the attitudes and behavior of employees will be determined by the attitudes and behavior of their leaders in the workplace. The leadership has carried out its role in implementing occupational health and safety, but there are still employees who are not disciplined with the rules of occupational health and safety. So the leader must give strict sanctions in the form of warning letters one, two, or three to employees who do not wear PPE when in certain places.

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