

ABSTRAK

Penelitian ini bertujuan untuk mendeskripsikan penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) di perusahaan serta manfaatnya yang dirasakan oleh pegawai di perusahaan.

Penelitian ini menggunakan metode kualitatif, dimana pengumpulan datanya dilakukan dengan wawancara sehingga mampu menggali lebih dalam tentang pelaksanaan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) dalam mengoptimalkan kinerja pegawai. Sebagai objek penelitian ini adalah PT. Indonesia Power UPJP Kamojang Unit PLTP Gunung Salak.

Dari hasil penelitian diperoleh gambaran secara umum bahwa penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) sudah dapat mengoptimalkan kinerja pegawai di PT. Indonesia Power UPJP Kamojang Unit PLTP Gunung Salak berdasarkan kebijakan dan peraturan *Standart Operational Procedure* yang ada. Namun masih terdapat kekurangan dalam pelaksanaannya itu dikarenakan kurangnya ketersediaan ahli K3, fasilitas P3K, kelengkapan Alat Pelindung Diri (APD), serta beberapa peralatan K3 yang belum memenuhi standar yang diharapkan. Sebagian pegawai juga masih kurang kesadaran akan pentingnya Keselamatan dan Kesehatan Kerja (K3).

Kata Kunci: PT. Indonesia Power UPJP Kamojang Unit PLTP Gunung Salak, Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3), Kinerja Pegawai

ABSTRACT

This study aimed to describe the application of Occupational Safety and Health Management System in a company, and the benefits perceived by the employee in a company.

This study used qualitative method, where data collection is done by the interview so that they can dig deeper into the implementation of Occupational Safety and Health Management System in order to optimize the performance of employees. As an object of this study is PT. Indonesia Power UPJP Kamojang Unit PLTP Gunung Salak.

Result obtained from this study that the general overview by the implementation of Occupational Safety and Health Management System been able to optimize the performance of employees in PT. Indonesia Power UPJP Kamojang Unit PLTP Gunung Salak based on policies and regulation of Standart Operational Procedure. However, there are still shortcomings in the implementation of it due to lack availability by expert of Occupational Safety and Health, facility of first aid, completeness of Personal Protective Equipment (PPE), as well as some equipment of Occupational Safety and Health that do not meet the standards expected. Some employees also still less awareness for the importance of Occupational Safety and Health.

Keywords: PT. Indonesia Power UPJP Kamojang Unit PLTP Gunung Salak, Occupational Safety and Health Management System, Performance of Employees