

Analysis of the Implementation of the Occupational Safety and Health (OSH) Program in the Operation Unit at Lempuyangan Station PT KAI (Persero) Operating Area (DAOP) VI Yogyakarta

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ABSTRACT

Background: PT Kereta Api Indonesia (Persero) has a commitment to always consistently and without compromise in implementing a railway safety management system in order to realize the company's vision of becoming the best transportation ecosystem solution for Indonesia through railway operational services and a safe, healthy, secure and comfortable working environment and sustainable environmental preservation. The aim of this research is to determine the implementation of the K3 program in the Lempuyangan station operating unit. **Method:** The method used in this research is descriptive qualitative. **Results:** The research results show that all K3 implementations such as K3 SOPs, K3 signs and PPE are available and have been implemented, as for the K3 implementations in operating units, namely (1) briefing before work; (2) use of Personal Protective Equipment (PPE) when working; (3) providing safe boundaries on platforms, for example yellow lines along the platform path; (4) comply with work procedures and report if there is a potential danger nearby. Even though there is an K3 implementation program in the Lempuyangan station operating unit, there is no special team such as HSE that monitors workers' compliance with K3 implementation directly every day, only from superiors such as the station head and deputy station head. The special team that supervises and controls is from the center which will come but only periodically. But even so, the K3 SOP still works and is implemented well. **Conclusion:** the implementation of the K3 program in the Lempuyangan station operating unit has been carried out well but must be monitored so that it continues to run well.



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1. Introduction

Work accidents are one of the many problems in the field of occupational health. Every work accident will cause great losses, be it material losses or physical losses. There are two losses caused by work accidents, namely economic losses and non-economic losses. Of the two losses, it may only be a small part of work accidents. By implementing occupational safety and health efforts, these incidents should be avoided. (Latuconsin et al., 2019)

According to the International Labour Organization (ILO), the latest more than 1.8 million deaths occurred in the Asia-Pacific. The number of deaths at the Asian level is two-thirds of the global total, which is more than 2.78 million cases of death every year due to accidents or occupational diseases. In addition, there are also around 374 million non-fatal occupational injuries and diseases. Meanwhile, based on BPJS Employment data, there was an increase in the number of work accident cases in 2015, namely 110,285 work accident cases, in 2016 there were 105,182 cases, and in 2017 as many as 123,000 cases occurred. (Nugraha, 2019)

According to government regulation no. 50 of 2012, every company is required to implement SMK3 in its company. SMK3 as implied in article 3 paragraph (1) includes: a. determination of K3 policies; b) K3 planning; c) implementation of the K3 plan; d) monitoring and evaluation of K3 performance; and e) review and improvement of SMK3 performance. SOP (Standard Operating Procedure) is a standard and procedure that is used as a reference in work and is also used to measure performance or as a benchmark in assessing the performance of employees in a private company or in a government agency, so performance and work must be in accordance with the existing SOP and the one used. so that the accountability of the performance of government agencies can be evaluated and measured and structured. (Junita, 2017)

The protection of workers from hazards and diseases due to work or the consequences of the work environment is needed by employees so that employees feel safe and comfortable in completing their work. Therefore, it should be in accordance with Law No.1 of 1970 article 14, namely the management is required: 1) In writing to place in the workplace under which he leads, all mandatory occupational safety requirements, a copy of this Law and all its implementing regulations applicable to the workplace concerned, in places that are easy to see and read and according to the instructions of the supervisory officer or occupational safety expert; 2) Installing in the workplace he leads, all required occupational safety drawings and all other construction materials, in places that are easy to see and read according to the instructions of the supervisory employee or occupational safety expert; 3) Provide free of charge, all mandatory personal protective equipment for workers under their leadership and provide for every other person who enters the workplace, accompanied by necessary instructions according to the instructions of the supervisory officer or occupational safety expert.

PT Kereta Api Indonesia (Persero) or commonly known as PT KAI, is one of the State-Owned Enterprises (SOEs) engaged in land transportation, especially in the railway sector. In 2011, KAI changed its logo. This change is part of the change in the company's identity to further strengthen the new values instilled in all ranks of KAI. This logo is also a new cultural depiction that animates every step and movement of KAI in the future. In the same year, KAI also changed the company culture that used to be "WILLING" (Friendly, Efficient, Smooth, and Safe) to "5 Main Values (Integrity, Professionalism, Safety, Innovation and Main Service)". (Rochmah Ika et al., 2019).

Lempuyangan Station was established by a private railway company *Nederlandch Indische Spoorweg Maatschaaij* (NISM) along with the Semarang railway line *Vornstenlanden* (Surakarta-Yogyakarta). Lempuyangan Station was built as a stop at the end of the Yogyakarta crossing. The location of the station was chosen in 1870, on land owned by Sultan Hamengku Buwono VI. In 1902, NISM carried out a renovation of the station due to increased activity at the station. Furthermore, in 1916 an expansion of the station designed by Ir. Sitsen was carried out. In 2014, Lempuyangan Station was designated as a cultural heritage building based on the DIY Regional Regulation Number 188 and the Decree of the Governor of DIY Number 120/KEP/2010. (Abdurrafi, M.D. & Ahmad, 2020). Based on the results of the initial observations that carried out in early July 2023 at the Lempuyangan Station Operation Unit of PT Keareta Api Indonesia (Persero) Operation Area VI Yogyakarta, the results were obtained, namely the operation unit is a unit that regulates train travel

plans to be more economical and also planned, while the operating unit has several parts, namely train travel organizers (PPKD), platform supervisors (PAP), curtain officers (PPL) and finally cross rail door guards (PJL). There are 13 train lines in Lempuyangan Station, including 6 for intercity or long-distance lines and 7 other special curtain lines.

2. Research Methods

This research uses a type of qualitative research, namely by observation and interviews. The qualitative method is descriptive whose main purpose is to try to obtain a deeper picture and a holistic or comprehensive understanding, based on the natural setting of the phenomenon to be studied, and the researcher himself acts as a key instrument to obtain the required data. (Yusanto, 2020). The technique of determining the research subject is carried out purposively, which is selected with certain considerations and objectives. With this method, it is hoped that it can provide knowledge, insight and in-depth information related to the implementation of the Occupational Safety and Health (K3) program in the operating unit at PT KAI (persero) operating area (DAOP) VI Yogyakarta station.

3. Results and Discussion

3.1 Research Results

3.1.1 SOP and K3 Regulations at the Lempuyangan Station Operation Unit of PT Kereta Api Indonesia (Persero)

After interviewing respondents and making observations at the Lempuyangan station operating unit of PT Kereta Api Indonesia (Persero), related to the K3 regulations and Standard Operating Procedures at the Lempuyangan Station operational unit, it was explained that the K3 regulations and SOPs in the operating unit already exist and are regulated in official regulations, standard operating procedures (SOP) and also in work instructions in the form of books and there are also those displayed on the walls of the section room Lempuyangan Station Operation.

The following is an excerpt from the interview with the station chief and *supervisor* of Lempuyangan Station Yogyakarta:

"For K3 SOPs, there are ~~mbak~~ in the official regulations, SOPs and work instructions are also there" (R1)

"There is a mbak" (R2)

"There are regulations in the official regulations as well as the operational standards of workers" (R3,R4)

"there is a K3 SOP at the station" (R5,R6)

To ensure that the implementation of K3 in the operating unit runs and is carried out properly, there must be a team that supervises at work, while in the Lempuyangan station operation unit which is tasked with supervising and monitoring the performance of workers in the operating unit, namely from the central team and regional team. The following is an excerpt of an interview with the station chief and *supervisor* of Lempuyangan station in Yogyakarta:

"For those who supervise, there are usually from the central team and the regional team ~~who~~ will monitor to the direct location" (R1)

"Yes, for every day it is supervised by superiors such as the station chief and deputy station chief" (R2)

In addition to being supervised at work, to support workers to comply and implement occupational safety and health at work, the things that the Lempuyangan station operation unit does so that workers comply and implement K3 when working, namely by providing supervision, coaching, and providing worker information about the identification of hazards at work so that if there is a danger, it can be followed up immediately. The following is an excerpt of the interview results:

"There is supervision, coaching and supervision and information of subordinates about the identification of hazards at work so that they are immediately followed up" (R1)

"given direction and guidance as well as supervision at work" (R2)

"given direction and coaching as well as supervision and evaluation in work" (R3,R4)

"always use PPE when working" (R5,R6)

Some of the programs for the implementation of Occupational Safety and Health in the Lempuyangan station operation unit are: (1) briefing before work which is certain to be carried out every time work will start; (2) the use of Personal Protective Equipment (PPE) while working; (3) the provision of a safe boundary on the platform, for example, the yellow line that exists along the length of the platform line; (4) Comply with work procedures and report when there is a potential danger around. This statement is expressed as follows:

"For K3, there are several ms, for example, before work, always briefing, first there is the use of PPE when working, obey the cooperation procedure, report if there is a potential danger"(R1)

"there is the use of PPE, warning signs" (R2)

"It has been implemented and applied in the service of mbak such as the use of personal protective equipment and the provision of safe limits" (R3,R4)

"There is a briefing before work, obey work procedures, always use PPE, care for the environment, cooperate and report if there is a potential danger around" (R5,R6)

3.1.2 K3 tools and signs at the Lempuyangan Station Operation Unit of PT Kereta Api Indonesia (Persero)

Furthermore, related to K3 tools and signs, there are several examples of K3 signs around the Lempuyangan station operating unit, namely in the form of: (1) a frame containing 5 work safety cultures; (2) work instructions; (3) appeals on the safety of train travel; (4) directional signs to several facilities such as public facilities, emergency facilities and fire evacuation; and (5) a yellow line along the platform indicating the safe boundary. Here are some excerpts taken during the interview:

"There are, for example, frames regarding the 5 safety cultures, work instructions, stickers of appeals about the safety of train travel, appeals due to negligence in carrying out official duties and supervisors' report books about their performance" (R1)

"There are work instructions, stickers of appeals about train travel safety, other appeals"(R2)

"Writing about Signs and SOPs Working and Yellow Line Dion" (R3,R4)

"This is like there is a directional sign that directs to public facilities, emergency facilities are the same as fire evacuation, there is also a yellow line with a safe limit sign" (R5,R6)

In addition, for limited areas in the operation unit of Lempuyangan station, signs are also given, such as for the line area called zone 1, for the waiting room area inside the station called zone 2 and for outside the passenger boarding area it is called zone 3. Then for dangerous areas, there are also danger warning signs or high-voltage electric current danger boards. As quoted from the following interview results:

"For the limited area, the signs are in the form of zone zones, there is zone 1, the area of the continuous line, zone 2, the waiting room inside the zone 3 station, the outside of the passenger boarding area"(R1)

"If the area is dangerous, a danger sign is usually installed, such as a danger sign or a high-voltage electric current danger sign"(R4)

"Yes, the orange color which means to indicate a warning or warning is used to indicate a dangerous situation"(R5)

3.1.3 PPE at the Lempuyangan Station Operation Unit of PT Kereta Api Indonesia (Persero)

Furthermore, regarding personal protective equipment at the operation unit at Lempuyangan station, the provision of personal protective equipment has been provided directly from the

management of the operation area operation unit (DAOP) 6 Yogyakarta. The personal protective equipment that must be used in the Lempuyangan station operation unit is as follows: (1) safety helmet; (2) safety shoes; (3) safety vests; (4) safety clothing. The following are excerpts taken during the interview:

"For PPE, from here ~~the company~~ that provides it is the company, the management of the DAOP 6 YK operation unit, if the PPE that must be worn here is safety shoes, safety helmets, vests and safety clothes" (R1)

"From management, there are safety helmets, safety shoes, vest shirts" (R2)

"from the company, there are helmets, safety shoes, field service vests"(R3,R4)

Every worker is required to use personal protective equipment while working and at work. As written in the SOP and several appeal signs in the operation unit. If it is found that they do not use personal protective equipment or comply with other regulations while working, they will be subject to sanctions in the form of reprimands and coaching, and even heavier sanctions, namely termination of employment, debasement at the level of functional positions and mutation. The following are the results of the interview:

"Termination of employment, demotion at the level of functional positions, mutation" (R1)

"One of them was given a reprimand and fostered" (R2)

3.2 Discussion

3.2.1 SOP and K3 Regulations at the Lempuyangan Station Operation Unit of PT Kereta Api Indonesia (Persero)

The K3 policy is a standard or procedure that can provide information to workers so that they can carry out their duties and responsibilities safely and comfortably so as to avoid diseases or accidents due to work, as well as to achieve the goals that have been set by the company. The protection of workers from hazards and diseases due to work or the consequences of the work environment is needed by employees so that employees feel safe and comfortable in completing their work. A healthy workforce will work productively, so it is hoped that increased employee productivity can support the company's business success in building and growing its business. (Fardiansyah & Herlambang, 2022) K3 regulations and SOPs in the operating unit already exist and are regulated in official regulations, standard operating procedures (SOP) and also in work instructions in the form of books and there are also those displayed on the walls of the operational section of Lempuyangan Station.

There are several Occupational Safety and Health policies in the Lempuyangan station operating unit, namely: (1) briefing before work that is certain to be carried out every time work will start; (2) the use of Personal Protective Equipment (PPE) while working; (3) the provision of a safe boundary on the platform, for example, the yellow line that exists along the length of the platform line; (4) Comply with work procedures and report when there is a potential danger around. Although there is a program for implementing K3 in the operation unit of Lempuyangan station, there is no special team such as HSE that supervises workers' compliance with the implementation of K3 directly every day. As for those who supervise and control, namely from the central team who will come periodically. But even so, the K3 SOP is still running and being implemented.

The implementation of K3 based on existing laws and regulations will make it easier for every business actor and worker involved in it to obtain references when implementing K3 management in their respective places. Several regulations are stipulated as a form of legal certainty, so that each business actor has clear guidelines in enforcing rules related to K3 in their respective companies. On the other hand, any violation that occurs due to negligence or violation of K3 regulations will be easier to prosecute and take action in accordance with applicable legal rules. (Rahadian, 2021)

The results of this study are more or less in line with those carried out by (Pangestu, 2022) at the PT. KAI (Persero) DAOP 4 Semarang which has also implemented a work safety program. This is proven by the K3 policy made by the company. This policy is made as a foundation for the company in establishing a safety program in accordance with all units in the company. Safety programs are made so that workers are safe at work and work in accordance with applicable safety standards so

that accidents can be prevented. These programs include morning briefings, behavior audits, training, supervision, and incident investigations.

3.2.2 K3 tools and signs at the Lempuyangan Station Operation Unit of PT Kereta Api Indonesia (Persero)

To prevent and minimize accidents due to work, the operating unit has K3 signs installed at the workplace. Signs are installed according to the potential hazards or information conveyed and of course are easy to see. In accordance with Law no. 1 of 1970 article 14 which reads "In writing place in the workplace under which he leads, all mandatory occupational safety requirements, a copy of this Law and all its implementing regulations applicable to the workplace concerned, in places that are easy to see and read and according to the instructions of the supervisory officer or occupational safety expert".

According to (Karel et al., 2023) Safety signs or k3 signs are any tools in the form of signs, symbols, and signs where the main function is to minimize risks from sources in the workplace. Another function is to identify the source of danger and increase employee awareness both visible and invisible by not using verbal language. Regarding K3 tools and signs, there are several examples of K3 signs around the Lempuyangan station operation unit, namely in the form of: (1) a frame containing 5 work safety cultures; (2) work instructions; (3) appeals on the safety of train travel; (4) directional signs to several facilities such as public facilities, emergency facilities and fire evacuation; and (5) a yellow line along the platform indicating the safe boundary.

According to (Ariniawati et al., 2020) The layout of safety signs is an important thing that must be considered in the installation of safety signs. Because if the installation is not taken into account, it will make a person's visibility to the safety sign reduced, obstructed, and the information conveyed will be reduced. A well-planned sign layout will determine the effectiveness and efficiency of message delivery and can maintain work continuity and work success.

This is also in accordance with research by (Ardi & Hariyono, 2018) The existence of safety signs, K3 posters can increase knowledge and awareness at work. This is in accordance with observation data, namely the existence of K3 posters and signs and the existence of SOPs is a step in improving work safety. The results of the research conducted by (Sucita & Broto, 2014) shows that the installation of K3 signs is very important to provide warnings for workers of the hazard/risk of work accidents while being and working on the project. These signs are also to remind employees and workers to maintain safety and make the work environment clean and orderly.

Safety signs or k3 signs contain certain information or explanations related to the source of danger, any circumstances that can cause danger, the effects of danger and also preventive behaviors to minimize or even eliminate the source of danger. Through the safe design, it will be able to provide instructions both in the form of prohibitions and directions to minimize the risk that can become a danger. The creation of safety signs is required to be communicative in order to increase the effectiveness of its function as a prevention of diseases and accidents caused by work. (Karel et al., 2023)

Promoting safety or promoting OSH culture in the workplace is an activity that is planned and planned to improve employee safety and health and increase company productivity, or activities whose activities include education/training and visual management in each work area (safety management), safety signs, posters, banners, slogans), safety briefing (P2K3 meetings, safety training, safety information), awards and training organization (crisis simulation), as well as informative, persuasive, and emotional messages. From the components of safety promotion, such as education or training, they are expected to be able to understand and implement Law No. 1 of 1970 concerning Occupational Safety to ensure safety and health. (Duta & Abadi, 2023)

3.2.3 PPE at the Lempuyangan Station Operation Unit of PT Kereta Api Indonesia (Persero)

The operating unit provides PPE in accordance with SNI standards to every worker free of charge as stipulated in Law No. 1 of 1970 article 14 which reads "the management is obliged to provide free of charge, all personal protective equipment required for workers under their leadership and provide for every other person who enters the workplace, accompanied by the necessary

instructions according to the instructions of the supervisory officer or occupational safety expert". The PPE provided by the company is in the form of head protection equipment such as safety helmets, protective clothing such as vests and foot protection equipment such as safety shoes.

The personal protective equipment that must be used in the Lempuyangan station operation unit is as follows: (1) safety helmet; (2) safety shoes; (3) safety vests; (4) safety clothing. The operation unit requires every worker to wear personal protective equipment when entering the workplace in accordance with the K3 SOP that has been set. The obligation to wear PPE at work is announced in writing and signs are posted regarding the obligation to use PPE at work. This is in accordance with the results of observations made that there are regulations and signs that require the use of PPE in the workplace.

The use of PPE is the final stage in hazard control. However, the use of PPE is very important if elimination, substitution, engineering and administrative control cannot reduce the danger even though it has been carried out optimally. Recently, many companies, both formal and informal, have carried out hazard control using the PPE. (Prihatini & Kanza, 2020) Every worker in the operating unit is required to use personal protective equipment while working and at work. As written in the SOP and several appeal signs in the operation unit. If it is found that they do not use personal protective equipment or comply with other regulations while working, they will be subject to sanctions in the form of reprimands and coaching, and even heavier sanctions, namely termination of employment, debasement at the level of functional positions and mutation.

Control to avoid the risk of work accidents is very important to do. There are several ways that can be done to avoid the risk of work accidents, namely technical, administrative control and the use of Personal Protective Equipment. Personal protective equipment is equipment that is required to be used when working to avoid work accidents. The use of PPE must of course be checked first whether the condition is in accordance with the Standard Operating Procedure (SOP) and the PPE used must be in accordance with the needs and type of work (Saliha et al., 2018)

4. Conclusion

1. SOPs and K3 Regulations at the Lempuyangan Station Operation Unit already exist, which consist of 4 components, namely: Briefing before work which is certain to be carried out every time work will start; Use of Personal Protective Equipment (PPE) while working; Providing a safe boundary on the platform, for example, the yellow line that exists along the length of the platform line; Comply with work procedures and report any potential hazards around.
2. K3 tools and signs at the Lempuyangan Station Operation Unit are adequate, namely in the form of: Frames containing 5 work safety cultures; Work instructions; Appeals on the safety of train travel; Directional signs to several facilities such as public facilities, emergency facilities and fire evacuation; and a yellow line along the platform that shows the safe limit.
3. The PPE used by the workers in the operating unit has been provided by the company and each worker gets their own PPE, The PPE in the Lempuyangan Station Operation Unit consists of: Safety helmet; Safety shoes; Safety vest; and Safety clothes.

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