



## **The Implementation of K3 Culture Towards Employee Productivity** (Qualitative Study at PT. Bahana Prima Nusantara, Tana Toraja Regency)

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### **Abstract**

The implementation of an K3 culture really depends on the employee's level of knowledge, workload and work environment. Workers know about the risks that may occur, but because there is no sanction from the company, workers do not comply with the use of Personal Protective Equipment (PPE) in implementing K3. The aim of this research is to determine the implementation of K3 in the form of employee personal protective equipment in terms of the knowledge, workload and work environment factors of employees at PT. Bahana Prima Nusantara. This research uses a qualitative method that digs deeper into the extent of the implementation of personal protective equipment in the K3 culture on employee productivity, where the number of informants is 5 people. As for the data collection method, it consists of primary data obtained from interviews, while secondary data is obtained from other supporting data. The conclusion from the research results is that workers' lack of knowledge has an impact on employee work productivity, excessive workload can affect employee productivity, and a comfortable and enjoyable work environment will form a productive work culture.

**Keywords:** K3 Culture, APD, Knowledge, Workload, Work Environment

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## INTRODUCTION

A work environment condition is said to be good or suitable if the people in it can carry out activities optimally, healthily, safely and comfortably. The suitability of the work environment can have a long-term impact, and vice versa, a poor work environment will result in difficulty in obtaining an effective and efficient work system (Ferry Moulana, 2017). The work environment is always directly related to employees, because the work environment is a place where employees complete the tasks assigned by a company, because an environment requires a conducive atmosphere, arrangement of places for various equipment and work equipment that are in accordance with their function (Denok S, 2020).

Work on the one hand has an important meaning for progress and increasing achievement, so that one can achieve a productive life as one of the goals of life. On the other hand, working means the body will receive loads from outside the body. In other words, every worker is a burden for the person concerned. These burdens can be physical or mental. With work demands that must be faced.

The main concept of K3 culture is the importance of shared understanding, supported by a homogeneous perception of K3 in an organization, although there are certainly differences in perception from all hierarchical levels in an organization that implementing work safety procedures in the workplace is an effective way to create a work environment (Fadianti Waliyah, 2018). For this reason, awareness is needed from all parties, not just employees. Improving K3 culture can encourage productivity and competitiveness. Meanwhile, improving K3 culture is carried out by increasing awareness and compliance in fulfilling K3 norms, increasing the participation of all parties to achieve optimal implementation of K3 culture in every business activity, increasing the implementation of K3 towards an independent society with an K3 culture. By implementing these activities, it is hoped that it will be able to reduce the rate of accidents





and work-related illnesses, create a safe, comfortable and efficient workplace to encourage productivity and realize the independence of a community with an K3 culture (Beni A, 2019).

Maximum performance from an employee can be obtained if the company is able to direct and develop the potential of its employees so that employees can work optimally. Performance is a person's overall level of success in a certain period in carrying out tasks compared to various possibilities such as standard work results, targets, goals or criteria that have been determined in advance and have been mutually agreed upon (Fadianti W, 2018).

## RESEARCH METHODS

This research uses a qualitative method which seeks to see the extent of the influence of implementing K3 culture on employee productivity at PT. Bahana Prima Nusantara. Located at PT. Bahana Prima Nusantara is located in Mengkendek sub-district, Tana Toraja Regency, South Sulawesi, Indonesia. The independent variables from the research are: knowledge, workload, and work environment. There were 4 informants, while the key informant was the supervisor and project implementer at PT. Bahana Prima Nusantara, numbering 1 person. As for the data collection method, it consists of primary data obtained from interviews, and secondary data obtained from supporting data. The data obtained is then processed and interpreted according to the research objectives, then presented in the form of narratives/scripts and images.

## DISCUSSION

### 1. Knowledge

Knowledge or cognitive is the main factor that is very important for the formation of a person's actions. Behavior that is based on knowledge is better than behavior that is not based on knowledge that occurs after someone senses a particular object.





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Based on the results of interviews with informants, workers revealed that knowledge influences the implementation of K3 culture on employee productivity at PT. Bahana Prima Nusantra, Tana Toraja Regency. Based on the same concept of thinking about the importance of using PPE, they feel uncomfortable if they have to use PPE when working because they feel hot and add to the burden. Another reason that they do not implement an K3 culture is because they are lazy, as well as a lack of supervision from the company. Regarding workload, the workload imposed on them does not have a stressful impact on their work, it's just that some of those who work feel that their work does not match the skills they have. And there are many cultural issues that affect their work, such as: land disputes, where most of the workers are native residents of the area, so supervisors feel reluctant to reprimand them. It can be concluded that workers' knowledge about the importance of implementing K3 culture is very lacking. They know about the risks that could occur if they do not comply with using PPE in implementing the K3 culture. This is not entirely the fault of the workers but also of the supervisory authorities who should tighten K3 regulations, for example if they do not wear PPE, then the workers must be given a warning or certain sanctions. The company must also regularly conduct training or safety talks with workers so that they understand how important it is to implement a K3 culture when working. The reasons most often given by workers for not using PPE are discomfort, including being hot, heavy, sweaty or damp, sick, dizzy, short of breath, and so on.

The results of this research are in line with research conducted by (Cynthia Kharismasari 2018) which said that a person's lack of knowledge can affect their performance. Referring to previous research conducted by (Widjaja et al. 2018), it shows that knowledge has a positive effect on employee productivity. The results of this research are in line with research conducted by (Prilia Relastiani Ramadan, 2014) that a person's low level of knowledge greatly influences their performance.





## 2. Workload

Workload can be defined as a difference between a worker's capacity or ability and existing job demands. Workload is the responsibility of workers based on their duties and functions which are measured based on job descriptions and time units. This workload can be felt by every worker with high, medium or light workload indicators.

The results of interviews in the field with informants showed that only the field supervisor said that he felt uncomfortable if he did not implement K3 culture, while the other four informants said that they felt uncomfortable if they had to use PPE when working. Many workers feel burdened by their work, because they are given work that does not match their knowledge and abilities, so workers feel burdened by their work. It can be concluded that the workload given to workers greatly influences the implementation of K3 culture, because the heavier the burden placed on someone, the more it can cause stress and reduce employee productivity.

A person's workload is regulated in the form of company work standards according to the type of work. If most employees work according to company standards, then there is no problem. On the other hand, if employees work below standard, then the workload is excessive. As the targets that the company must achieve increase, the burden on its workers also increases. If the workload continues to increase without an appropriate distribution of workload, then performance will also decrease.

Excessive workload will cause effects in the form of fatigue, both physical and mental and emotional reactions, such as headaches, indigestion and irritability. Then, if the workload is too small, the work that occurs due to lack of movement will cause boredom and a feeling of monotony. Boredom in daily routine work due to too few tasks or work results in a lack of attention to work, thus potentially endangering and reducing employee productivity.





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The results of this research are also in line with research conducted by (Lukito, 2018) which states that workload has a significant influence on employee productivity. This is because the tasks given by the company to employees do not match the workers' abilities. The results of this research are in line with previous research by (Kadek Ferrania, 2017) which stated that workload has a significant and influential effect on performance. The results of this research are in line with previous research conducted by (Paramitadewi, 2017) which shows that workload influences employee productivity.

### 3. Work Environment

A work environment is said to be good or suitable if the people in it can carry out activities optimally, healthily, safely and comfortably. The suitability of the work environment can have a long-term impact, as well as a bad work environment which will make it difficult to obtain an effective and efficient work system.

Based on the results of interviews with informants, their work location was very noisy from the sound of heavy equipment car engines and airplanes. The company should provide PPE to protect their ears from noise such as air plugs or air muffs to reduce the risk of hearing loss. In this company there are still many cultural issues that affect their performance, such as most of the workers in the company are natives, so supervisors usually feel reluctant to reprimand them. Apart from that, there are graves that can disrupt workers' work, because these graves cannot be moved. From the interview results, it can be concluded that the work environment greatly influences workers' work, so they do not comply with the use of personal protective equipment for reasons of discomfort. The work environment is an important factor in creating employee productivity, because the work environment has a direct influence on employees in completing work so that it can automatically reduce their performance. He also added that the company's work location is very noisy, so the company must take action to eliminate the noise by dampening,





insulating, or planting trees that can dampen it a little, and so on. We all know that the threshold value for human hearing is 85 db/(8 hours per day).

Environmental factors include things directly related to the work process, such as excessive pressure on work schedules, inadequate work safety equipment, lack of training and supervision. The company creates a conducive work environment wherever possible, one of which is a culture of not blaming each other if an accident occurs to a worker. Safety culture is a combination of attitudes, norms and workers' perceptions of work safety. One way to look at workers' social environment as a safety culture factor is to look at workers' perceptions of the workers' environment.

In line with research conducted by (Nitisemito, 2013) that a bad work environment can affect employee productivity. Companies should be able to reflect safe conditions that support employee work. Able to create a family condition or atmosphere and good communication between everyone, both superiors, subordinates and the surrounding community. The results of this research are in line with previous research (Aurelia Potu, 2013) that the work environment has a positive and significant influence on employee productivity. A comfortable and pleasant work environment will form a fairly productive work culture, so that each member is always motivated to give their best performance to complete all tasks according to their duties. The results of this research are in line with research (Muh. Feto Hasrul, 2017) that a safe work environment greatly influences a person's performance.

A safe work environment greatly influences employee morale and performance. In this company there are still frequent conflicts with the surrounding community, so the safety factor is included in the physical work environment category. If the workplace is unsafe, workers will feel restless, unable to concentrate on their work so that morale will decrease. Therefore, it is best for the company to continue to strive to create and maintain a safe situation and atmosphere, so that employees feel safe and comfortable at work.





## CONCLUSION

Based on the results of research on the Implementation of K3 Culture on employee productivity in the PT work environment. Bahana Prima Nusantara, it is concluded that:

1. Lack of knowledge among workers has an impact on employee work productivity, due to lack of training or counseling from the company.
2. Excessive workload can affect employee productivity which results in decreased employee work productivity.
3. A comfortable and enjoyable work environment will form a fairly productive work culture. On the other hand, a work environment that is not conducive has a direct impact on reducing employee morale.

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