



Office Staff Perceptions of the Implementation of the Occupational Health and Safety (OHS) Program at the Tanjung Gusta Detention Center

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Abstract

Occupational Safety and Health (OSH) programs play a crucial role in fostering a safety culture and enhancing employee job satisfaction within correctional institutions. This study aimed to examine the relationship between office employees' perceptions of the implementation of OSH programs and their job satisfaction at the Tanjung Gusta Detention Center. A quantitative approach with a correlational research design was employed. The study involved 52 employees selected using a purposive sampling technique. Data were collected through a Likert-scale questionnaire that demonstrated satisfactory reliability, with Cronbach's alpha coefficients of 0.756 for the perception of OSH program implementation and 0.748 for job satisfaction. The data were analyzed using the Pearson Product-Moment correlation test. The results revealed a positive and statistically significant relationship between employees' perceptions of OSH program implementation and job satisfaction ($r = 0.371$, $p = 0.043$). The coefficient of determination ($R^2 = 0.138$) indicated that employees' perceptions of OSH program implementation accounted for 13.8% of the variance in job satisfaction, while the remaining 86.2% was explained by other factors not examined in this study. These findings suggest that more positive perceptions of OSH program implementation are associated with higher levels of job satisfaction. Therefore, improving the quality of OSH program implementation should be a management priority to promote a safer, healthier, and more productive working environment.

Keywords: occupational safety and health, employee perception, job satisfaction, OSH program, correctional institution.

INTRODUCTION

Occupational safety and health (OHS) is a fundamental aspect in creating a safe, healthy, and productive work environment. The implementation of OHS is not only mandatory in high-risk industrial sectors, but also a necessity in government and office sectors that face various potential hazards, such as ergonomic risks, work stress, fires, psychosocial disorders, and other emergencies. Organizations that are able to implement an OHS system effectively will benefit from reduced workplace accident rates, increased productivity, reduced absenteeism, and increased employee job satisfaction (International Labour Organization [ILO], 2022).

According to the International Labour Organization (2022), approximately 2.93 million workers worldwide die annually from workplace accidents or occupational diseases, while hundreds of millions suffer injuries that result in lost productivity and increased economic burdens. The World Health Organization (WHO) also reports that the majority of workers worldwide still face various physical, ergonomic, biological, chemical, and psychosocial risk factors that can impact their health and well-being. This situation indicates that efforts to



improve occupational safety culture remain a global challenge, including in the public service sector.

One of the strategies widely developed to improve safety culture is through the implementation of the Safety and Health Awareness program. This program is an approach that aims to increase worker awareness, knowledge, attitudes, and behavior regarding the importance of occupational safety and health through educational activities, training, safety campaigns, emergency simulations, risk communication, and the active involvement of all workers in OHS activities. The Safety and Health Awareness program is not only oriented towards compliance with regulations, but also seeks to build a sustainable safety culture so that every individual has responsibility for the safety of themselves and others (ISO, 2018).

A strong safety culture cannot be built solely through the provision of work policies and procedures; it is also influenced by employee perceptions of the implementation of the OHS program. Perception is the process by which individuals receive, interpret, and give meaning to information obtained from the work environment. Positive perceptions of the implementation of the OHS program will increase employee motivation to comply with safety procedures, use personal protective equipment as needed, report unsafe conditions, and participate in safety improvement activities. Conversely, negative perceptions can lead to low compliance, minimal participation, and a weak safety culture within the organization (Neal & Griffin, 2006).

Correctional institutions are government institutions characterized by complex work environments. In addition to carrying out administrative functions, employees also face various risks arising from security aspects, interactions with inmates, psychological stress due to workload, potential conflicts, emergencies, and ergonomic risks in administrative work. This complexity makes the implementation of a Safety and Health Awareness program a crucial need to protect employee safety while supporting the smooth operation of correctional institutions. Therefore, the successful implementation of the OHS program in correctional institutions requires the active involvement of all employees, including office workers who support administrative and service processes.

Various studies have shown that workers' perceptions of workplace safety are closely related to safety behavior, compliance with work procedures, and job satisfaction. Christian et al. (2009) found, through a meta-analysis, that safety climate significantly influences workers' safety behavior and workplace accident rates. Clarke's (2010) research also showed that positive perceptions of safety culture can increase workers' compliance with safety procedures while reducing risky behavior in the workplace. Furthermore, Vinodkumar and Bhasi (2010) stated that management commitment, safety training, OHS communication, and worker involvement are the main factors influencing workers' perceptions of the effectiveness of safety programs.

In Indonesia, the implementation of OHS in government agencies has been legally based through Law Number 1 of 1970 concerning Occupational Safety, Law Number 17 of 2023 concerning Health, and Government Regulation Number 50 of 2012 concerning the Implementation of the Occupational Safety and Health Management System (SMK3). However, most OHS implementation still focuses on the industrial sector, while research on safety culture in correctional institutions, particularly those examining employee perceptions of the implementation of the Safety and Health Awareness program, is still relatively limited. These limitations result in a lack of scientific information on the effectiveness of OHS program implementation in correctional institutions as a basis for policy-making.

The XX Tanjung Gusta State Detention Center (Rutan) is a correctional institution that has operational and administrative activities with various potential occupational safety and health risks. The implementation of the Safety and Health Awareness program in the workplace is expected to improve employee knowledge, compliance, and participation in the implementation of K3. However, the success of the program is greatly influenced by how



employees perceive the benefits, implementation, and organizational support for the program being implemented. Positive perceptions are expected to strengthen the safety culture and increase employee job satisfaction, while unfavorable perceptions can reduce the effectiveness of program implementation.

Based on the description, this study aims to analyze the perceptions of office employees towards the implementation of the Safety and Health Awareness program at the XX Tanjung Gusta State Detention Center. The results of the study are expected to provide an overview of employee perceptions towards the implementation of the K3 program and serve as evaluation material for management in developing strategies to improve safety culture more effectively. In addition to contributing to the development of occupational safety and health science, this study is also expected to serve as a reference for other government agencies in developing Safety and Health Awareness programs oriented towards improving safety, health, and work productivity.

RESEARCH METHODS

This research is an analytical study with a cross-sectional approach. This study aims to determine Office Employees' Perceptions of the Implementation of the Safety and Health Awareness Program at Tanjung Gusta Penitentiary.

RESULTSL AND DISCUSSION

Results

Data analysis in this study was conducted using the Pearson Product-Moment correlation test to examine the relationship between employee perceptions of the implementation of the Occupational Safety and Health (K3) Program as the independent variable and job satisfaction as the dependent variable. Correlation analysis was chosen because the study aimed to determine the direction and strength of the relationship between the two variables studied.

Before hypothesis testing, the data is first tested to ensure it meets statistical assumptions, including normality and linearity tests. The normality test aims to determine whether the data for each variable is normally distributed, while the linearity test is used to ensure that the relationship between the independent and dependent variables is linear. Meeting these two assumptions is a prerequisite for using Pearson Product-Moment correlation analysis.

All data processing and analysis were performed using IBM SPSS Statistics software version 24.0 for Windows. The significance level used in this study was set at $\alpha = 0.05$, so the relationship between variables is declared significant if the p-value < 0.05 .

Table 1

Variables	Average	SB/SD	SW	P	Information
Perception of K3 Implementation	78.83	13,701	0.936	0.072	Normal
Job satisfaction	67.57	10,494	0.941	0.092	Normal

Information:

Mean = Average value

SW = Shapiro-Wilk

SB/SD = Standard Deviation

p = Probability of Error Occurring

The results of the normality test show that the Perception variable towards the Implementation of the Occupational Safety and Health (K3) Program obtained a Shapiro-Wilk statistical value of 0.936 with a significance value of 0.072 ($p > 0.05$). These results indicate that the data on the perception variable towards the implementation of the K3 program is normally distributed.



Furthermore, the Job Satisfaction variable obtained a Shapiro-Wilk statistical value of 0.941 with a significance value of 0.099 ($p > 0.05$). A significance value greater than 0.05 indicates that the data on the job satisfaction variable is also normally distributed.

Based on these test results, it can be concluded that both research variables meet the assumption of normality, allowing for parametric statistical analysis using the Pearson Product-Moment correlation test. Complete results of the normality test are presented in the research appendix.

Table 2

Variables	SB/SD	Average value		Information
		Hypothetical	Empirical	
Perception of Implementation	13,701	60	78.83	positive
Monkey Satisfaction	10,494	57	67.57	tall

Based on the table above, it is known that the office employees at XX Tanjung Gusta Penitentiary who made the subject of this research has a Perception of Safety Implementation and Positive Occupational Health and high Job Satisfaction.

DISCUSSION

The hypothesis in this study states that there is a positive relationship between office employees' perceptions of the implementation of the Occupational Safety and Health (K3) program and job satisfaction at the Tanjung Gusta Penitentiary. The results of the analysis using the Pearson Product-Moment correlation test indicate a positive and significant relationship between the two variables, with a correlation coefficient value of $r = 0.371$ and a significance value of $p = 0.043$ ($p < 0.05$).

The correlation coefficient value indicates that the more positive employee perceptions of the implementation of the OHS program, the higher their perceived job satisfaction. Conversely, less positive perceptions of the OHS program implementation tend to be associated with lower levels of job satisfaction.

Thus, the research hypothesis stating a positive relationship between office employees' perceptions of the implementation of the Occupational Safety and Health (K3) program and job satisfaction at Tanjung Gusta Penitentiary is accepted. These results indicate that the implementation of the K3 program, which is well-perceived by employees, contributes to increased job satisfaction and supports the creation of a safer, healthier, and more conducive work environment.

CONCLUSION

Based on the analysis results, it can be concluded that there is a positive and significant relationship between employee perceptions of the implementation of the Occupational Safety and Health (K3) Program and job satisfaction at Tanjung Gusta Penitentiary ($r = 0.371$; $p = 0.043 < 0.05$). The more positive employee perceptions of the implementation of the K3 program, the higher the level of job satisfaction they feel. Conversely, less positive perceptions of the implementation of the K3 program are associated with lower levels of job satisfaction.

The coefficient of determination (R^2) of 0.138 indicates that employee perceptions of the implementation of the Occupational Safety and Health (K3) Program contribute 13.8% to job satisfaction. Meanwhile, the remaining 86.2% is influenced by factors outside the study, such as job characteristics, promotion opportunities, compensation, supervision, and relationships with coworkers.

THANK-YOU NOTE



The author would like to thank the leadership and all employees of Tanjung Gusta Penitentiary for their support and participation in this research. Appreciation is also extended to all parties who provided assistance and input, which enabled this research to be successfully completed.

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