

PENERAPAN SISTEM MANAJEMEN KESELAMATAN DAN KESEHATAN KERJA (SMK3) DI PERUSAHAAN (STUDI KASUS DI PT. FILTRONA INDONESIA)

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ABSTRACT

IMPLEMENTATION OF SAFETY AND HEALTH MANAGEMENT SYSTEM WORK (SMK3) IN COMPANY (THE CASE STUDY IN PT. FILTRONA INDONESIA)

Globalization of trade is currently providing the impact of competition is very tight in all aspects, especially the aspect of employment is one of them requires the protection of occupational safety and health. In order to achieve the purpose of Occupational Health and Safety (K3) a variety of elements and sources used in the application of Occupational Health and Safety (K3) needs to be organized and arranged into a system of management. This study aims to analyze the application of K3 program based on Standard Occupational Safety and Health Management System (SMK3) PT. Filtrona Indonesia in terms of the Minister of Manpower Regulation No. Per.05/Men/1996. Methods This study is a qualitative approach to juridical empirical / sociological. with the specifications of analytical descriptive study. This type of data includes primary data and secondary data gathered through library research and documentation as well as field research, while the sampling was done by using Non Random Sampling with a purposive sampling method. Analysis of data from studies carried out in accordance with the provisions of the assessment results of the audit Health and Safety Management System (SMK3) on the Minister of Manpower Regulation No. Per. 05/Men/1996 dated December 12, 1996. Based on this research can be concluded that the company has successfully implemented the Occupational Safety and Health Management System (SMK3) in accordance with the Regulation of the Minister of Manpower No.PER 05/MEN/1996 has reached a level of achievement of the application of 89%. so awarded certificates and gold flag. While the application of legal sanctions against violations of the implementation of Safety Management System and Occupational Health (SMK3) contained in Article 190 of Law Number 13 Year 2003 on the Employment of Administrative Sanctions. It is therefore recommended that the Government should immediately issue a Government Regulation on Safety and Health Management System (SMK3) to implement the provisions of Article 87 paragraph (2) of Law Number 13 Year 2003 concerning Manpower.

Keywords : *Occupational Safety and Health Management System (SMK3), Sanctions Law*

RINGKASAN

PENERAPAN SISTEM MANAJEMEN KESELAMATAN DAN KESEHATAN KERJA (SMK3) DI PERUSAHAAN (STUDI KASUS DI PT. FILTRONA INDONESIA)

Globalisasi perdagangan saat ini memberikan dampak persaingan sangat ketat dalam segala aspek, khususnya aspek ketenagakerjaan yaitu salah satunya mempersyaratkan adanya perlindungan atas keselamatan dan kesehatan kerja. Dalam rangka mencapai tujuan Keselamatan dan Kesehatan Kerja (K3) berbagai unsur dan sumber yang digunakan dalam penerapan Keselamatan dan Kesehatan Kerja (K3) perlu ditata dan diatur ke dalam suatu sistem manajemen. Penelitian ini bertujuan untuk menganalisa penerapan program K3 berdasarkan Standar Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) pada PT.Filtrona Indonesia ditinjau dari Permenaker No. Per.05/Men/1996. Metode Penelitian ini bersifat kualitatif dengan pendekatan yuridis empiris/sosiologis. dengan spesifikasi penelitian deskriptif analitis. Jenis datanya meliputi data primer dan data sekunder yang dikumpulkan melalui penelitian kepustakaan dan dokumentasi serta penelitian lapangan, sedangkan pengambilan sampel dilakukan dengan menggunakan teknik *Non Random Sampling* dengan metode *Purposive Sampling*. Analisa data hasil penelitian dilakukan sesuai dengan ketentuan penilaian hasil audit Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) pada permenaker No. Per. 05/Men/1996 tanggal 12 Desember 1996. Berdasarkan hasil penelitian dapat disimpulkan bahwa perusahaan telah berhasil menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) sesuai dengan Peraturan Menteri Tenaga Kerja No. PER 05/MEN/1996 telah mencapai tingkat pencapaian penerapan 89%. sehingga mendapat penghargaan sertifikat dan bendera emas. Sedangkan Sanksi Hukum terhadap pelanggaran penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) terdapat dalam Pasal 190 Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan yaitu berupa Sanksi Administratif. Oleh karena itu perlu disarankan agar Pemerintah segera mengeluarkan Peraturan Pemerintah tentang Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) untuk melaksanakan ketentuan Pasal 87 ayat (2) Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan.