

## **Relationship of Tenure with the Implementation of Occupational Health and Safety**

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### **Abstract**

The objective of the research to find out the relationship between tenure and the implementation of occupational health and safety at PT. Sumber Graha Sejahtera Luwu 2022. This type of research is an analytic survey with a cross design approach. This research will be conducted in the production department of PT. Sumber Graha Sejahtera Luwu Year 2022 Which was carried out in July-August at PT. Sumber Graha Sejahtera Luwu Year 2022, The sample in this study were 124 employees of PT Sumber Graha Sejahtera Luwu. The results of the study showed that There is no relationship between tenure and the application of Occupational Health and Safety to workers at PT Sumber Graha Sejahtera Luwu.

**Keywords:** Occupational Health, Safety, Tenure

### **Introduction**

Based on global data, the International Labor Organization estimates that around 2.3 million women and men worldwide die from work accidents, Department of Labor (2021), there are 4,768 cases of fatal work accidents recorded in the United States in 2020 with a rate Fatal workplace accidents are 3.4 deaths per 100,000 full-time workers. Based on the results of interviews with the chairman of occupational health and safety PT Sumber Graha Sejahtera Luwu there were several work accident cases in 2019 there were 12 cases in 2020 there were 10 cases in 2021 there were 7 cases.

The use of PPE in the workplace can also have an impact on the implementation of occupational health and safety (Makin & Winder, 2008). Every individual or institution that runs a business, whether formal or informal, is required to comply with work safety regulations, one of which is the purchase of personal protective equipment, in order to protect the safety and health of everyone at work. PPE must be provided by the business free of charge to all employees and visitors to the workplace. The sense of closeness and safety among employees influences their willingness to wear PPE (Maglio et al., 2016). A worker who believes that he or she should always be safe at work will follow this rule, and the reverse is also true. The relationship between the use of personal protective equipment (PPE) lines 3 and 4 at PT. Wijaya Karya Beton Boyolali Tbk. and how employees perceive the implementation of occupational safety and health (occupational health and safety). These findings reveal a substantial correlation between how employees feel about the implementation of OSH and the use of PPE.

The application of OSH in an industry is very important in efforts to reduce the number of work accidents involving employees (Lanoie, 1992). Therefore, OSH must be applied in all workplaces, especially in the construction industry, which are prone to work accidents that can be caused by the complexity of a project's construction work, workplaces that are affected by weather, and open spaces. Because of the tools and materials used in factories, factory workers

also have a high risk of work accidents (Ridwan, 2021). The objective of the research to find out the relationship between tenure and the implementation of occupational health and safety at PT. Sumber Graha Sejahtera Luwu 2022.

## Methods

This type of research is an analytic survey with a cross design approach. This research will be conducted in the production department of PT. Sumber Graha Sejahtera Luwu Year 2022 Which was carried out in July-August at PT. Sumber Graha Sejahtera Luwu Year 2022, The sample in this study were 124 employees of PT Sumber Graha Sejahtera Luwu. Data collection related to the implementation of occupational health and safety used questionnaire sheets which had been tested for validity on plywood workers. Working period In this study, instruments were used in the form of a questionnaire sheet for measuring length of service which contains two categories of answers 1 = new if the respondent answers  $\leq 3$  years and 2 = long, if the respondent answers  $\geq 3$  years.

## Results and Discussion

### Univariate Analysis

#### Years of Service

Table 1. Distribution of the frequency of pre-tests of employee tenure on factors related to occupational health and safety implementation at PT Sumber Graha Sejahtera Luwu in 2022 (N = 124)

Years of service	Frequency (f)	Percent (%)
New	36	29.0
Old	88	71.0
<b>Total</b>	<b>124</b>	<b>100.0</b>

### Occupational Health and Safety Implementation

Table 2. Distribution of employee health and safety implementation tools to factors related to occupational health and safety implementation at PT Sumber Graha Sejahtera Luwu in 2022 (N = 124)

Occupational Health and Safety Implementation	Frequency (f)	Percent (%)
Good	74	29.0
Not Enough	88	71.0
<b>Total</b>	<b>124</b>	<b>100.0</b>

### Bivariate analysis

The relationship between tenure and the implementation of occupational health and safety at PT Sumber Graha Sejahtera Luwu.

Table 3. The relationship between tenure and the implementation of occupational health and safety at PT Sumber Graha Sejahtera Luwu in 2022 (N = 124)

Years of service	Occupational Health and Safety Implementation						p
	Good		Not Enough		Total		
	N	%	n	%	N	%	
New	22	61.1	14	38.9	36	100.0	,995
Old	52	59.7	36	40.9	88	100.0	
<b>Total</b>	<b>74</b>	<b>59,7</b>	<b>50</b>	<b>40,3</b>	<b>124</b>	<b>100,0</b>	

## **The relationship between tenure and the implementation of occupational health and safety at PT Sumber Graha Sejahtera Luwu.**

Based on the results of statistical tests, it was obtained that the p value was .995. There was no relationship between tenure and the application of occupational health and safety at PT Sumber Graha Sejahtera Luwu in 2022. An employee's tenure does not affect the implementation of occupational health and safety (Suárez-Albanchez et al., 2021; Sheeran & Silverman, 2003). Both old and new work periods in implementing occupational health and safety are equally good, awareness of actions according to SOPs in implementing occupational health and safety has no difference with new and old employees. However, there are employees who have a new term of office and the application of occupational health and safety is good because they realize that the application of occupational health and safety in carrying out work must be carried out properly to prevent work accidents. However, there are still workers who have long working tenure but lack of implementation of occupational health and safety.

This research is in line with research (Ernawati & Nurlawati, 2017). There is no significant relationship between years of service and the implementation of OSH at RSIA Permata Sarana Husada (p value = .854).

Work period is the length of time the respondent has worked, measured from starting work until this research was conducted. Years of work can have an impact on a person's compliance with occupational health and safety regulations, years of service can be characterized as work experience. Work experience that is considered more able to do and understand their profession, is strongly related to the length of time a person spends working. The ability to identify hazards in the workplace will increase over time, making it easier for older employees to recognize potential hazard points and enable better OSH implementation which will ultimately reduce the possibility of mistakes that can result in work accidents (Suryanto & Widajati, 2017).

### **Conclusion**

There is no relationship between tenure and the application of occupational health and safety to workers at PT Sumber Graha Sejahtera Luwu.

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