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by Elfia Nora

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Challenges Of Implementing Occupational Safety And Health Procedures For Kayavit MSMEs Workers Upgrading To Class In Malang City, East Java, Indonesia

Elfia Nora

Department Management, Faculty of Economics and Business, Universitas Negeri Malang

Sudarmiatin Sudarmiatin

Department Management, Faculty of Economics and Business, Universitas Negeri Malang

Rosmiza Bidin

Faculty of Modern Languages and Communication, University Putra Malaysia

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Correspondent Author: elfia.nora.fe@um.ac.id

Abstract. Micro, Small and Medium Enterprises (MSMEs) need to implement occupational safety and health procedures to upgrade or go international, so that the products produced are created by workers who work below the standards of occupational safety and health that have been guaranteed by the place where they work. The purpose of this study is to find out 1) How to implement occupational safety and health procedures, especially for MSMEs workers in Kayavit Malang City, 2) Challenges faced in the implementation of occupational safety and health procedures for MSME workers in Kayavit Malang City. This type of research is a qualitative case study, with informants of MSME workers Kayavit Malang City, and business owners Data collection techniques using interviews, observation, and documentation. The results obtained from this study are, MSMEs have implemented procedures and rules for the use of work safety in the form of the use of gloves so as not to be exposed to heat production equipment and hats and workers are asked to use t-shirts when working to absorb work and be more comfortable, lighting and air circulation in the production workspace are in accordance with procedures and evaluations are carried out. The challenge faced by MSMEs in implementing occupational safety and health procedures is still the lack of workers' awareness about the importance of using personal protective equipment and implementing worker safety and health procedures to prevent accidents or risks at work.

Keyword: Challenges, Health, MSMEs, Upgrading

INTRODUCTION

Occupational safety and health (K3) are a human resource management activity that must be considered by Micro, Small and Medium Enterprises (MSMEs) in realizing their mission to upgrade or Go International. The existence of occupational safety and health guarantees will form worker comfort at work, because psychologically workers feel there is attention and responsibility from the employer for the risks of the work they do. In 2023, in Indonesia there will be 370,747 cases of work accidents that occur in various regions and business sectors. Where as many as 19,921 cases occurred in the non-wage earner group (BPU), <https://goodstats.id/article/sepanjang-2023-ada-berapa-kecelakaan-kerja-di-indonesia-HbHEX>. Data recorded by BPJS Employment in 2023 the highest number of work accidents occurred in West Java Province, as many as 66,029 cases and and the province with the least number of West Sulawesi work accidents as many as 85 cases. Economic growth in developing countries is also accompanied by the high cost of illness and death in the workplace (Lin, Tang,

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*Elfia Nora, elfia.nora.fe@um.ac.id

⁴ Miao, Wang, & Wang, 2008). Work accident rates in some countries in Asia and the Middle East are four times higher than in developed countries and the safety situation in some major industries in developing countries. Safe and orderly work procedures that apply in all fields of business or industry and are usually regulated in the form of rules and regulations of conduct (Sutrisno and Kusmawan, 2007). Suryati Darmiatun and Tasrial (2015:18) said that occupational safety and health procedures include the prevention of deviations, and several stages of occupational safety and health procedures are 1) Identifying hazards that occur before work such as checking the condition of job implementers (humans), 2) identifying K3 regulations and evaluating their fulfillment of K3 activities and objectives that have been previously set, 3) Providing training to workers up to competence and obtain K3 certificate, 4) communicate K3 identification results, 5) be ready for emergency preparedness and response, 6) work accident investigation, 7) K3 internal audit. Each business sector has occupational safety and health procedures that have been adjusted to the needs of workers according to the level of risk of the work performed.

The positive impact of implementing K3 procedures ² at the organizational level recognized by the government, employers and workers has an impact on reducing work hazards and accidents, Marhavilas, et al, (2018). ² Fernandez- Muniz et al. (2009) stated that good practices in K3 contribute to reducing the company's accident rate and simultaneously improving working conditions. The results of previous studies have shown that MSMEs have K3 characteristics that are less effective ² management systems and conduct risk assessments that are lower in quality than large companies (Sorensen et al., 2007; Cagno et al., 2011). Bonafede ¹⁵ et al. (2016) stated that companies with smaller sizes report greater constraints and view K3 as an economic burden rather than an opportunity for growth. ¹¹ This is certainly a challenge in realizing the performance of micro-scale companies in realizing the desire to be able to upgrade or go international if they do not have standardized and controlled occupational safety and health procedures. This obstacle is also experienced by Kayavit, a micro, small and medium enterprise that produces snacks and healthy foods, made from fruits and vegetables in Malang City. This Kayavit snack MSMEs, has often distributed its products to the international market, and often also gets orders from customers abroad. Of course, consumers abroad are very concerned about the quality and quality of the products they will buy, so producers must be able to control the image of the products they will distribute to the international market, so that they can be categorized as upgraded. Occupational ¹¹ safety and health of workers is certainly an important thing that must be considered by Kayavit MSMEs in maintaining quality, but the main challenge in implementing occupational safety and health procedures for workers at

Kayavit MSMEs is almost the same as several other MSMEs, namely regarding workers' awareness of the importance of personal protective equipment at work that has been provided by business owners. And use personal protective equipment at work without needing to be ordered, thus minimizing the risk of work accidents and health problems caused by work.

The need for worker health policies and interventions to improve K3 at scale Small should be structured taking considering their structural, economic, and productive characteristics and providing answers to the need for bureaucratic, administrative, and legislative simplification on the one hand and improving worker welfare, investment, and economic incentives on the other (Bonafede et al., 2016; Haslam et al., 2016; Ramos et al., 2016, 2017). Work accidents have a major impact on human safety, pose high costs to the health/social insurance system in any country, and worsen community sustainability, Marhavidas et al., (2018). The study of the challenges of implementing occupational safety and health in MSMEs workers still has not received the attention of previous researchers, so it is interesting to be studied, to obtain information in policy making and enrich the literature on occupational safety and health in Micro, Small and Medium Enterprises (MSMEs), this study aims to find out: 1) How to apply occupational safety and health procedures, especially to MSMEs workers Kayavit Malang City, 2) Challenges faced in the implementation of occupational safety and health procedures for MSMEs workers in Kayavit Malang City.

8 RESEARCH METHODS

This type of research is qualitative using a case study approach, regarding the challenges of implementing occupational safety and health procedures for Kayavit MSMEs workers in Malang City. UMKM Kayavit produces snacks, namely chips made from fruits and vegetables. Qualitative research is carried out to understand the background of a problem, or the interaction of individuals in a social unit or about a group of individuals in a deep, holistic, intensive and naturalistic way (Yusuf, 2014) Data collection techniques are carried out using interviews, observations and documentation in the form of photos and videos of research subjects. Interviews were conducted with informants as well as subjects in this study, namely three (3) production workers who are very vulnerable to work accident problems, workers in this production department are all men, while in the packaging and shop sections are dominated by female workers. The informants interviewed next were Mr. Hery and his wife as the owners of this Kayavit business, and workers in the packaging department. Data analysis techniques carried out are, data reduction, data presentation, and drawing conclusions.

RESULTS AND DISCUSSION

The results of interviews conducted with three production workers on February 24, 2024 regarding the implementation of occupational safety and health procedures at Kayavit MSMEs, the first procedure is socialization of the use of personal protective equipment (PPE) or *safety induction* to workers, especially production workers, such as the use of gloves so as not to be exposed to heat because workers must open the fruit vacuum device produced where this tool is has a predetermined heat level. Workers also use clothes made of t-shirts, so that they are freer and comfortable to move and materials that absorb sweat and hats to anticipate that no hair enters during the production process to maintain hygiene. However, indeed in the use of personal protective equipment workers have not been fully controlled, because according to business owners workers have been socialized and reminded in advance to use personal protective equipment used to anticipate risks at work, so workers should already know and realize the potential dangers of work accidents that workers will experience if they do not use personal protective equipment that has been required by MSMEs. Data obtained regarding work accidents in Kayavit, workers have never experienced a work accident that is classified as high or at risk of injury, work risks that have been experienced by production workers, hands exposed to heat when opening the vacuum of equipment for chip production and exposed to steam splashes, which are classified as low work accident risk categories. Signs for identifying potential hazards of work accidents do not yet exist, because the area or space of the production site is not too large and will be a concern, improvement, and evaluation of business owners in the future regarding these signs of potential occupational safety and health hazards. However, the production workspace from existing lighting and air circulation is in accordance with procedures, this is related to worker health.

The challenge faced by Kayavit MSMEs in implementing safety and health in the workplace is to raise awareness in workers by themselves without being controlled to want to use personal protective equipment according to work procedures that are required to be used when workers are in the production room and in the packaging room, especially the use of gloves and hats. Workers have a reason that wearing gloves at work they are uncomfortable, and the risk of occupational hazards exposed to heat in their opinion is normal and it's okay, but at work workers always use T-shirts that are required because the workspace is hot so it is more comfortable because it absorbs sweat, but for the use of hats are not always used and workers argue that trying will not affect product hygiene. In addition, the challenges regarding the implementation of safety and safety, creating a *safety climate* with MSMEs standards, and will be considered and evaluated by owners in the future to explore information about this and

will implement it as a standard and form customer confidence to upgrade or go international.



Figure 1. Interview with Owner Kayavit

Based on the information and data obtained, attention is needed in MSMEs regarding human resource management arrangements, especially related to safety and health which are more standardized, this is ¹in line with the idea of a ¹factional approach to K3, Dekker (2003) outlines ¹two perspectives on the development of rules in the workplace: model 1 - the application of procedures through following rules; and model 2 - the application of the procedure as a substantive cognitive activity. Hale and Borys (2013) developed these models further, outlining the advantages and disadvantages of each. From the perspective of model 1, there is one way that is best, which can be determined by formal procedures or rules. It is designed in put forward by experts and enforced and implemented by management. Hale and Borys (2013) state that "Rules are established by passed rules and cover such things as smoking bans, seat belt use, gas tests, work permits, personal protective equipment to avoid falls from heights, speed limits and planned by management". Research with smaller organizations, found that there are limits already set regarding K3. ¹Workers often need to adjust and adapt 'regulations' to apply them in environments or tasks that change regularly, and this is a real challenge for K3 practitioners is to develop a culture and practice environment that allows and encourages the level of employee engagement in the absence of sanctions given, Pinder, et al, (2016). Research on large organizations ¹found that some K3 managers use the strategy of making K3 private, by illustrating to workers the consequences of unsafe behavior to encourage the uptake of key safety messages, Gibb et. al., (2016). It is believed that the ways carried out by MSMEs by providing a shadow of the impact that occur due to work accidents on personal life can increase workers' awareness of ¹³the importance of implementing an occupational safety and health climate in the workplace.



Figure 2. Vacuum Tool for Fruit and Vegetable Chips Production Process



Figure 3. Workers in Production and Packaging Rooms

CONCLUSION

Based on the findings of the data obtained after conducting research, it is known that, 1) Kayavit Micro, Small and Medium Enterprises (MSMEs Kayavit) have implemented procedures and rules for the use of work safety in the form of the use of gloves so as not to be exposed to the heat of production equipment and hats and workers are asked to use t-shirts when working to absorb work and be more comfortable, lighting and air circulation in the production workspace are in accordance with procedures and carried out evaluation, 2) The challenges faced by MSMEs in the implementation of occupational safety and health procedures are still a lack of workers' awareness about the importance of using personal protective equipment and implementing worker safety and health procedures to prevent accidents or risks at work.

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