

BUKTI KORESPONDENSI

Penulis (ketiga) : Daswir, Sha'ri Mohd. Yusof, dan Jan Horas V. Purba
Judul Artikel : Influence of Management Commitment to Successful Implementation of Occupational Safety and Health
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Kronologis Bukti Korespondensi



Kronologis:

1. 24 Nov 2017 *Call for Paper*
<https://mail.google.com/mail/u/0/#search/ijaber+2018/FMfcgxmXKKCbLClfpxVDgtLZbSMXRvbZ>
2. 31 January 2018 *Letter of Acceptance*, dilanjutkan Koreksi dari Reviewer 1 dan Reviewer 2
<https://mail.google.com/mail/u/0/#search/ijaber/FMfcgxmZSxTXgrFZrWhLVQgdFPKJwKdD>
3. 6 April 2018 Penyerahan hasil perbaikan
<https://mail.google.com/mail/u/0/#search/ijaber/FMfcgxmZTvWMvgZxknXjsrfWdvwWflbb>
4. 7 April 2019 File Final, *Corrected proof copy*
<https://mail.google.com/mail/u/0/#search/ijaber/FMfcgxmZVFlsJgtBqtTVwwXLbsnhHpst>
5. 7 April 2018 Balasan email dari penulis ke editor
<https://mail.google.com/mail/u/0/#search/ijaber/FMfcgxmZVFlsJgtBqtTVwwXLbsnhHpst>
6. 17 Juli 2018 Publish Link Publikasi
https://www.researchgate.net/publication/325987025_Influence_of_Management_Commitment_to_Successful_Implementation_of_Occupational_Safety_and_Health
7. Lampiran 1 File Naskah Awal Artikel
8. Lampiran 2 Koreksi Artikel dari Reviewer 1 dan Reviewer 2
9. Lampiran 3 Final *Corrected Proof Copy*
10. Lampiran 4 File Artikel yang dipublikasikan, pada IJABER, Volume 16(2): 401-409

1. Fri, 24 Nov 2017, Call for Paper, ICBES 2018

<https://mail.google.com/mail/u/0/#search/ijaber+2018/FMfcgxmXKKCbLClfpxVDgtLZbSMXRvbZ>

The screenshot shows a Gmail interface on a Windows 10 desktop. The search bar contains 'ijaber'. The selected email is from 'Academic Research Journals (India) <vijay.arjindia@gmail.com>' sent on 24 Nov 2017 at 12:34. The subject is 'RE: Call for Paper - 10TH INTERNATIONAL CONFERENCE ON BUSINESS, ECONOMICS AND SOCIAL SCIENCES, 24-25 APRIL 2018; THE JAYAKARTA LOMBOK RESORT, LOMBOK, INDONESIA'. The email body contains the following text:

Dear Sir\Madam,

Sub: CALL FOR PAPER'S

I hope and wish that this mail will find you in best of the health and spirit. We would like to inform you that we are organizing an '10th International Conference on BUSINESS, ECONOMICS AND SOCIAL SCIENCES, 24-25 April 2018; The Jayakarta Lombok Resort, Lombok, Indonesia'. I shall be very grateful to you if you participate in this conference. I am enclosing the call for paper for the same with this mail.

ALL ACCEPTED PAPERS WILL PUBLISHED SCOPUS INDEX JOURNALS AND JEL INDEX AND LISTED JOURNALS.

IJABER; JJER* AND MIJ IS INDEXED IN:

Scopus (Elsevier)
EconLit (American Economic Association)

IJABER; JJER* AND MIJ IS LISTED IN:

Australian Business Deans Council Journal Rankings List 2016*
Cabell's Directory of Publishing Opportunities
Excellence in Research for Australia (ERA) - Australian Government - Australian Research Council, Australia.

The Windows taskbar at the bottom shows the date as 07/11/2023 and the time as 18:24. The system tray includes a battery level of 95% and a temperature of 30°C.

2. Lanjutan

The screenshot shows a Gmail email interface. The search bar at the top contains the text "ijaber". The email content is as follows:

Scopus (Elsevier)
EconLit (American Economic Association)

IJABER, IJER* AND MIJ IS LISTED IN:

Australian Business Deans Council Journal Rankings List 2016*
Cabell's Directory of Publishing Opportunities
Excellence in Research for Australia (ERA) - Australian Government - Australian Research Council, Australia.

1. International Journal of Applied Business and Economic Research- ISSN: 0972-7302(SCOPUS INDEX JOURNALS)
2. International Journal of Economic Research - ISSN: 0972-938(SCOPUS INDEX JOURNALS)
3. Man in India - ISSN: 0025-1569 (SCOPUS INDEX JOURNALS)

Special Note for Participants: All articles will get published in our journals and journal copies will be handover at the time of conference.

Deadline for Submission of Full Papers: 27th January 2018.

All Correspondence to Submission e-mail: icbess2018@gmail.com or vijaykumarjha2018@gmail.com

Kindly forward the same to your friends, colleagues and ask them to join the conference. We need your help for making this Conference Successful.

Thanks and looking for your kind reply,
Yours sincerely

The interface also shows a left sidebar with folders like Inbox (4,558), Drafts (8), Social (9,014), Updates (4,036), and Promotions (2,581). The Windows taskbar at the bottom shows the date as 07/11/2023 and the time as 18:24.

3. 31 January 2018, Letter of Acceptance

<https://mail.google.com/mail/u/0/#search/ijaber/FMfcgxmZSxTXgrFZrWhLVQgdFPKJwKdD>

The screenshot shows a Gmail interface on a Windows desktop. The browser address bar displays the URL: mail.google.com/mail/u/0/#search/ijaber/FMfcgxmZSxTXgrFZrWhLVQgdFPKJwKdD. The Gmail search bar contains the text "ijaber".

The email being viewed is titled "LETTER OF ACCEPTANCE for oral presentation" and is from "ICBESS 2018 <icbess2018@gmail.com>". The email is dated "Wed, 31 Jan 2018, 13:11". The subject line is "Re: **10TH INTERNATIONAL CONFERENCE ON BUSINESS, ECONOMICS AND SOCIAL SCIENCES, 24-25 APRIL 2018; THE JAYAKARTA LOMBOK RESORT, LOMBOK, INDONESIA**".

The email body contains the following text:

ARF/VKJ /2018
31, January 2018

Re: **10TH INTERNATIONAL CONFERENCE ON BUSINESS, ECONOMICS AND SOCIAL SCIENCES, 24-25 APRIL 2018; THE JAYAKARTA LOMBOK RESORT, LOMBOK, INDONESIA**

Dear Dr. Jan Horas V Purba

Sub: **LETTER OF ACCEPTANCE FOR ORAL PRESENTATION**

Greetings from Academic Research Foundations, New Delhi (India)

Many thanks for submitting your article entitled 'The Influence Management Commitment to Successful of Implementation Occupational Safety and Health: Study on Riau Province, Indonesia' for **10TH INTERNATIONAL CONFERENCE ON BUSINESS, ECONOMICS AND SOCIAL SCIENCES, 24-25 APRIL 2018; THE JAYAKARTA LOMBOK RESORT, LOMBOK, INDONESIA**. We are glad to inform you that your article has accepted for this conference and publication on issue 'International Journal of Applied Business and Economic Research, Vol. 16 (2018) issue.

I request you to kindly send the registration fees: US \$ 900-00 (US \$ Nine hundred only)

The payment may be made by a Online Payment\ Pay by Bank Transfer\ in favour of ' ACADEMIC RESEARCH FOUNDATIONS ' and We are enclosing our Bank details.

And, hereby I am enclosing the registration form along with this e-mail. Kindly fill it and send it to us along with the proof of payment.

Thanking you

The Windows taskbar at the bottom shows the system tray with a battery level of 95%, a temperature of 30°C, and the date 07/11/2023 at 18:26. The taskbar also contains icons for various applications including File Explorer, Mail, Zoom, and Microsoft Office.

4. 6 April 2018, Penyerahan hasil perbaikan
<https://mail.google.com/mail/u/0/#search/ijaber/FMfcgxmZTvWMvqZxknXjsrfWdvvWflbb>

The screenshot shows a Gmail interface on a Windows desktop. The browser address bar displays the URL: mail.google.com/mail/u/0/#search/ijaber/FMfcgxmZTvWMvqZxknXjsrfWdvvWflbb. The Gmail search bar contains the text "ijaber".

The left sidebar shows the following folders and counts:

- Compose
- Inbox: 4,558
- Starred
- Snoozed
- Important
- Sent
- Drafts: 8
- Categories
- Social: 9,014
- Updates: 4,036
- Forums
- Promotions: 2,581
- More
- Labels: +
- 001 GCR UKRIDA
- 002 UAS METLIT 2020
- 002 UTS MM UKRIDA

The main email view shows two messages:

Vijay JHA (Fri, 6 Apr 2018, 14:30):
Dear Participant, First of all, we are very thankful to you for sending your article for the presentation in the 10th-ICBESS-2018 conference. Please bring your

Jan Purba <janhorasvpurba@gmail.com> (Fri, 6 Apr 2018, 21:20):
to icbess2018, vijaykumarjha2018, Vijay
Dear Mr Vijay,
First of all, I am very thankful to you for our good communication, and I have received the programme schedule in the **10th-ICBESS-2018 conference**. I will bring my power point presentation which is going to be present during the conference day.
Mr. Vijay, I really **need your help**, for the publication of the final document, as I have just received some improvements from Prof. Sha'ri Mohd. Yusof (Universiti Teknologi Malaysia) as the second author. And with this email, I send you a **The Final Paper** for the Journal (*attached*).
Through this email, I also confirm my presence at the conference. I am attaching Registration form on ICBESS, 24-25 April 2018 at Hotel Jayakarta Lombok..
Thanking you.
My best regards,
Jan Horas V Purba

3 Attachments - Scanned by Gmail

- Influence of Management Commitment to Successful Implementation of Occupational Safety and Health
- Influence of Management Commitment to Successful Implementation of Occupational Safety and Health
- REGISTRATION FORM The International Conference on Business, Economics and Social Sciences

The Windows taskbar at the bottom shows the search bar, taskbar icons, system tray with 95% battery, 30°C temperature, and the date 07/11/2023 at 18:31.

5. 7 April 2018, File Final, Corrected proof copy
<https://mail.google.com/mail/u/0/#search/ijaber/FMfcgxmZVFlsJgtBqtTVwwXLbsnhHpst>

The screenshot shows a Gmail interface with a search bar containing 'ijaber'. The left sidebar lists folders: Compose, Inbox (4,558), Starred, Snoozed, Important, Sent, Drafts (8), Categories, Social (9,014), Updates (4,036), Forums, Promotions (2,581), and More. Labels include 001 GCR UKRIDA, 002 UAS METLIT 2020, and 002 UTS MM UKRIDA. The main email content is as follows:

IJABER > Inbox x

ICBESS 2018 <icbess2018@gmail.com> to udaswirlelo, me ▾ Sat, 7 Apr 2018, 17:12

English > Indonesian ▾ [Translate message](#) Turn off for: English x

Re: SUBMISSION ARTICLE FOR CORRECTION

Dear Sir,

We are enclosing your article.

You are requested to please return corrected proof copy to us with 4 days after received of this letter by **E-MAIL** immediately, so that we will be printed very soon with in week days. "

The journal copy and reprints will be mailed to your under registered cover as and when the no. 1-2 (2018) issues comes out of the press.

Please subscribe or recommend the above journal in your institute of department library.

Thanking you for your interest in our journal.

Yours sincerely,
For Serials Publications

<https://mail.google.com/mail/u/0/#search/ijaber/FMfcgxmZVFlsJgtBqtTVwwXLbsnhHpst>

6. 7 April 2018, Balasan email

<https://mail.google.com/mail/u/0/#search/icbess+2018/FMfcgxmZVFlsJgtBqtTVwwXLbsnhHpst>

The screenshot shows a Gmail interface in a web browser. The address bar displays the URL: <https://mail.google.com/mail/u/0/#search/icbess+2018/FMfcgxmZVFlsJgtBqtTVwwXLbsnhHpst>. The Gmail header includes the search bar with the text "ijaber" and the Gmail logo. The left sidebar shows the "Compose" button and a list of folders: "Inbox" (4,558), "Starred", "Snoozed", "Important", "Sent", "Drafts" (8), "Categories", "Social" (9,014), "Updates" (4,036), "Forums", "Promotions" (2,581), and "More". Below these are "Labels" including "001 GCR UKRIDA", "002 UAS METLIT 2020", and "002 UTS MM UKRIDA".

The main email content is from "Jan Purba" (janhorasvpurba@gmail.com) to "ICBESS", dated "Sat, 7 Apr 2018, 19:56". The email body contains the following text:

Dear Sir,

Thank you veru much for the file given.
I just received and immediately I returned the corrected proof copy, and there are many improvements.

I would like to inform you, too, that Mr. Daswir (first author) apologize can not attend and I will attend this event.
Thank you very much.

Sincerely yours,
Jan Horas V Purba

Below the text, there are "2 Attachments" scanned by Gmail. Both attachments are PDF files named "41_DASWIR Revisi...". The thumbnails show the title page of a document with the text: "INFLUENCE OF MANAGEMENT COMMITMENT TO SUCCESSFUL IMPLEMENTATION OF OCCUPATIONAL SAFETY AND HEALTH STUDY ON ISAL PROVINCE, INDONESIA".

The Windows taskbar at the bottom shows the system tray with the date "07/11/2023", time "18:29", and temperature "30°C".

7. Link Publikasi

https://www.researchgate.net/publication/325987025_Influence_of_Management_Commitment_to_Successful_Implementation_of_Occupational_Safety_and_Health

The screenshot shows a web browser displaying a ResearchGate article. The browser's address bar shows the URL: [researchgate.net/publication/325987025_Influence_of_Management_Commitment_to_Successful_Implementation_of_Occupational_Safety_and_Health](https://www.researchgate.net/publication/325987025_Influence_of_Management_Commitment_to_Successful_Implementation_of_Occupational_Safety_and_Health). The article title is "Influence of Management Commitment to Successful Implementation of Occupational Safety and Health". Below the title, there are navigation tabs: Overview (selected), Stats, Comments, Citations, References (9), and Related research (10+). There is also a "Share" button and a "More" dropdown menu. The article is published in the "International Journal of Applied Business and Economic Research", Volume 16, Number 2, 2018, ISSN: 0972-7302, available at <http://www.serialsjournals.com>. The main title of the article is "INFLUENCE OF MANAGEMENT COMMITMENT TO SUCCESSFUL IMPLEMENTATION OF OCCUPATIONAL SAFETY AND HEALTH". The authors are Daswir^{*1}, Sha'ri Mohd. Yusof² and Jan Horas V Purba³. Their affiliations are: ¹ PhD Candidate, Universiti Teknologi Malaysia, E-mail: udaswirlelo@yaboo.com; ² Razak School of Engineering and Advanced Technology, Universiti Teknologi Malaysia, E-mail: sbari@utm.my; ³ Sekolah Tinggi Ilmu Ekonomi Kesatuan, Bogor, Indonesia, E-mail: janborasvurba@gmail.com. The abstract states: "Labor protection covers considerable aspects, namely protection of safety, health, moral maintenance of work and treatment in accordance with human dignity and religious morals. These safeguards are meant to ensure safety of workers doing their daily work to increase production and productivity. Empirical data shows that the role of management is an important factor in successful implementation of Occupational Safety and Health (OSH). This involves in many occasions handling very high risk situations, and therefore, commitment is absolutely necessary. This study aims to analyze the influence of management commitment, OSH culture and Work environment on occupational safety and health. In order to build management commitment for successful OSH implementation, important indicators need to be developed is to explain the leadership decisions". The Windows taskbar at the bottom shows the search bar, taskbar icons, system tray with temperature (28°C Berawan), time (22:12), and date (07/11/2023).

Article **Influence of Management Commitment to Successful Implementation of Occupational Safety and Health**

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International Journal of Applied Business and Economic Research
Volume 16, Number 2, 2018, ISSN : 0972-7302
available at <http://www.serialsjournals.com>

INFLUENCE OF MANAGEMENT COMMITMENT TO SUCCESSFUL IMPLEMENTATION OF OCCUPATIONAL SAFETY AND HEALTH

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Abstract: Labor protection covers considerable aspects, namely protection of safety, health, moral maintenance of work and treatment in accordance with human dignity and religious morals. These safeguards are meant to ensure safety of workers doing their daily work to increase production and productivity. Empirical data shows that the role of management is an important factor in successful implementation of Occupational Safety and Health (OSH). This involves in many occasions handling very high risk situations, and therefore, commitment is absolutely necessary. This study aims to analyze the influence of management commitment, OSH culture and Work environment on occupational safety and health. In order to build management commitment for successful OSH implementation, important indicators need to be developed is to explain the leadership decisions

Lampiran 1:
Submit Naskah Awal
24 November 2017

Influence of Management Commitment to Successful Implementation of Occupational Safety and Health

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Abstract: Labor protection covers considerable aspects, namely protection of safety, health, moral maintenance of work and treatment in accordance with human dignity and religious morals. These safeguards are meant to ensure safety of workers doing their daily work to increase production and productivity. Empirical data shows that the role of management is an important factor in successful implementation of Occupational Safety and Health (OSH). This involves in many occasions handling very high risk situations, and therefore, commitment is absolutely necessary. This study aims to analyze the influence of management commitment, OSH culture and Work environment on occupational safety and health. In order to build management commitment for successful OSH implementation, important indicators need to be developed is to explain the leadership decisions and actions for the working group. Using the advice of the working group, explaining the objectives of the company's rules for the working group, setting good examples, and to discuss the focus of the work group in stages, as well as setting high standards for work with its behavior in work, teaching group members to solve problems in self-employment and show attention to team members who have worked well. Management commitment which is the key to success in the implementation of OSH is still relatively low, while work environment has the greatest influence compared to the management commitment and work environment. Management Commitment, OSH culture and Work environment have a positive and significant influence on Occupational Safety and Health performance.

Keywords: Management Commitment, OSH Culture, Work environment, Occupational Safety and Health

INTRODUCTION

The 1945 Indonesia's Constitution implies the right of every citizen to decent work and income for humanity. New jobs must meet eligibility for humanity if the safety of their workforce is to be assured. Manpower as a human resource needs to be continuously developed, given protection against the influence of technology and and given care and rehabilitation.

Labor protection covers considerable aspects, namely protection of safety, health, moral maintenance of work and treatment in accordance with human dignity and religious morals. These safeguards are meant to keep the worker in safety doing their daily work to increase production and productivity.

The Ministry of Health, the Ministry of Manpower and other ministries and the private sector have actually set the safety and health work so it is expected that the establishment of healthy workers who work comfortably can be realized as much as possible without any negative impact on the communities around each company. As has been affirmed in Indonesia's Law Number 1 Year 1970 "That every worker shall be entitled to protection for his safety in doing his work for the welfare of life and increase national production and productivity". And in the Mining Minister's Decree No. 555 of 1995 Concerning General Mining Safety and Health "In every mining activity based on consideration of the number of workers and the nature or extent of the work, the chief executive of the mine inspection may require the employer to establish an organizational unit on occupational safety and health under supervision of the mining engineering chief".

Empirical data shows that the role of management is an important factor in successful implementation of OSH. This involves handling very high risk, so commitment is absolutely necessary. On that basis, this study aims to analyze the influence of management commitment, OSH culture and work environment to occupational safety and health performance.

THEORY

Work safety

Safety is associated with the machine, the work equipment, the materials and its management processes, the basis of the workplace and its environment, and the ways in which it does its work (Suma'mur, 2001: 1).

Meanwhile, according to Budiono (2003: 227), safety is related to the machinery, equipment, materials and management processes, workplace and environment and ways of doing the work. In carrying out the duties and procedures for performing work in accordance with the rules of work, the use of security devices is required at the time of work. To avoid any accidents, the employee must be able to maintain safety and security in the work and must use the safety equipments that have been recommended from the company.

Occupational Health

Occupational Health refers more to a broader effort whereby occupational health does not merely protect the workforce from the threat of injury alone, but includes the maintenance of health on all matters which may cause disruption to the health of the workforce (Azwar, 2001).

According to Mangkunegara (2011) the purpose of occupational safety and health are:

1. for each employee to receive safety and health insurance, both physically, socially and psychologically.
2. for every equipment and equipment to be used as well as possible, as effectively as possible.
3. for all production to be kept secure.
4. for the guarantee of maintenance and improving of nutritional health of employees.
5. to increase enthusiasm, harmonious work and work participation.
6. to avoid health problems caused by the environment or working conditions.
7. and, for every employee to feel safe and protected in work.

Thus, it can be concluded that occupational health focus on creating healthy workers by eradicating occupational diseases, maintaining and improving health, care, eradicating work fatigue and multiplying the excitement and enjoyment of work, and protecting the surrounding community from harm- hazards posed by pollution of company wastes.

Working Protection Tool

According Suma'mur (2001: 34) Protective Equipment work are tools that can provide protection against the dangers of accidents.

Based on the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia Number Per.08/MEN/VII/ 2010, provide the explanation that of the various Self Protection Instruments shapes and types classified according to the protected body parts. The type of self-protection equipment is divided according to the following requirements: head protector (helmet), eye protection devices (glasses), ear protective devices, hand protector (glove), protective clothing, breathing, work shoes and first aid. Such is the standard OSH equipment in the project that should be available and provided by the contractor and should be a liability. Preventive action is much better to reduce the risk of accidents.

Work procedures

According to Muhammad Ali (2000: 325) "Working procedure is the procedure work or how to run a job. Further work procedures are activities that must be done sequentially because the procedure is a stage that must be passed a good job from where it came and where to go, when the work must be completed.

In essence work procedures are used to avoid or prevent the possibility of errors that ultimately can lead to work accidents. Because the procedure is as a tool for learning and teaching then a procedure must be clear, concise, correct, and complete.

Working Procedure Purpose:

1. In order for employees to maintain consistent and level performance of employees or teams within the organization or work unit.
2. To know clearly the role and function of each position in the organization.
3. Clarify the workflow, authority, and responsibilities of the related employees.
4. To avoid failure or error, doubt, duplication, and internet.

Function Working Procedure:

1. Streamlining the duties of employees or teams or work units.
2. As a legal basis in case of deviation.
3. Be clear about the obstacles and traceability.
4. Direct employees to equally work discipline.
5. As a guide in carrying out routine work

Work Procedures if obeyed by everyone in the organization will bring positive consequences. The various positive outcomes, among others, are:

1. Current coordination
 2. There is no overlap or duplication
 3. The fostering of a harmonious working relationship
 4. Clarity of authority and responsibility of everyone
 5. Organizational avoidance of various types of waste
 6. Current decision-making process
- Guaranteed balance between the rights and obligations of the members of the organization.

Work accident

Work Accidents (according to the standard specialization of operational procedures) is

something unplanned or unexpected and undesirable. Accidents can happen anytime, anywhere and can happen to anyone and cause harm to human, material or production or equipment.

In the general mining business activities referred to mine accidents are accidents that meet the following criteria:

1. Accidents really happen
The accident actually happened in the sense that there was no intentional element of the other party or from the victim himself.
2. Afflict employees
Those who are experiencing such woes are actually employees who work for the mining company.
3. Working relationship with mining business activities
That the work of the victim is to have a working relationship/mining business relation of the company concerned.
4. Working hours
The accident occurred within the working hours of the victim that is the time between starting work until the end of work.
5. In the mining area
The accidents that occur are still within the business area of the mining business activities of the company concerned.

If the accident occurring in a mining company meets all (five) criteria above, then based on *Keppmen Nomor.555.K/26/M.PE/1995 on Occupational Safety and Health of General Mining Field* can be classified as Mine Accident.

Accidents occur when there is always a cause, the cause is as follows:

1. Unsafe actions (88%) include:
 - a. Not wearing personal protective equipment
 - b. Not following the specified work procedure
 - c. Not following the safety rules that have been made
 - d. Drive over speed
2. Unsafe conditions (10%) include:
 - a. Slippery work floor
 - b. Workplace scattered with useless/secondhand goods
 - c. Less lighting
 - d. Dusty workplace environmental conditions
 - e. Equipment that is damaged/not standard
3. Others beyond human capability (2%).

Work environment

According Mardiana (2005: 152) That Working Environment is the environment where employees do their daily work. A conducive working environment provides a sense of security and allows employees to perform optimally.

Nitisemito (2004: 86) Declared "The work environment is everything that is around the workers and affect himself in carrying out the tasks that are embedded". Workers will be able to carry out activities well, so as to achieve an appropriate working environment.

In addition, the hazard factors of the work environment that can affect the health and productivity of work in the form of health problems, illness, accident of poisoning, and pollution or environmental damage that can be classified in several factors include:

1. Physical factors, ie physical disturbances such as noise, vibration, temperature, or too high or low heat, light, radiation.
2. Chemical factors, namely the influence of chemicals in the form of gas, steam and dust.
3. Ergonomic Factors, namely due to attitude and work that is not correct or appropriate procedures and the use of improper equipment.

In this case the Head of Mine Engineering shall:

1. Take steps to reduce the incidence of dust during drilling, blasting.
2. Require mining workers to wear appropriate dust protection equipment.
3. Establish company regulations on dust control at each workplace.

Health Maintenance

Health maintenance is intended to increase labor productivity, so it can perform well and is a health effort in the field of development. For that company is obliged to conduct health care work. The Company may organize its own health maintenance program for its workforce with better benefits from basic health care insurance packages.

The legal basis used in health care is Law No.13/2003 on employment Article 35: "Maintenance of labor shall provide for the protection of welfare, safety and health of the workforce". And Law No.3/1992 on labor social security provides that the company is required to provide health care insurance for employees and their families.

Health Maintenance Guarantee has the following characteristics:

1. Diversity of disease with the healing process. The type and variety of causes a person develops illnesses raises the diversity of healing facilities such as physician practice, hospital services including various types of equipment and medicines, the scope of the healing process of a disease of miniature requires its own expertise.
2. Administrative. Replacement health expenses are retail and occur on a daily basis. Details of the information contained in the healing cost recovery process require high administrative discipline.
3. The cost of providing health facilities increases every year. The facts show that the cost of each type of health service each year rises higher than the general rate of inflation.
4. Risks facing sick do not know who, when and where. Disease attacks can occur to any employee at any time. From the company's point of view the uncertainty of the occurrence of disease, the type and process of healing raises the risk of providing unpredictable costs.

Bipartite and Tripartite Functionalization

Refer to the workplace health (WHO, 2015), among others: Employment protection from the risks of several factors that interfere with health, prevention of health problems caused by working conditions, placement of workers in a work environment in accordance with physical and psychological will; Adjustment of each workforce to the work and promotion and maintenance of physical, mental and social health of the workforce.

Furthermore, Hiperkes provide reference to the management company that aims to work healthy and productive workers. In the future, the company's management gives special attention to safety and health during the activity in stable condition. At least the company can carry some dictum as follows: preventive health prevent workers from health problems or occupational diseases, security hazards that may arise by the production

process so as to lower the degree of health; welfare and work productivity and harmonization among the workforce and work with the goal of excitement and work efficiency as well as the promotional impact in improving the health of the workforce.

Management Commitment system based on Labor Ministry Regulation No. Per 05/Men/1996 assumed the task of: forming organizational structure of OSH, planning and utilizing OSH function in company. Implementation of OSH management system includes commitment and policy, SMOSH planning, SMOSH implementation, measurement and evaluation, management review and improvement. Occupational Health and Safety Management is a behavioral science that covers social aspect and exact aspect in decision making.

The interconnection of element is strong in carrying out routine work ie company management in certain respects is the manager, where the manager is responsible to fully manage the work unit. The organized structure shows the delegation of authority, all rules and work norms are governed by management. In addition, the second is the employee community. Both elements (managerial and employee community) must be communicative, both of which have no chance of dropping each other, the two are synergistic. Understanding bi partite is laying the foundation of symbiotic relationship, both have a common perception in advancing the company and increase work productivity. The understanding of tri partite is a symbiotic relationship step, both have a common perception in advancing the company and increase work productivity.

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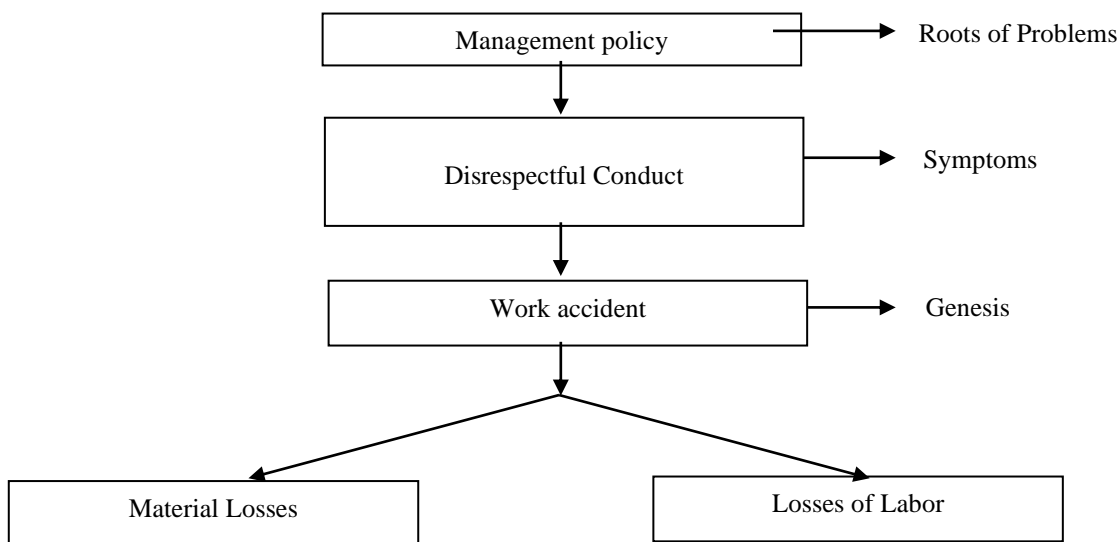


Figure 1. The Important Role of Management in Overcoming Losses

Based on the above description, the research problem to be analyzed is how much management commitment to overcome accidents in Indonesia to successful the implementation of occupational safety and health. Based on more than two decades of empirical experience and literature review, in addition to management commitment as

mentioned above, other variables that play an important role are OSH culture and work environment in the successful implementation of occupational safety and health.

The purpose of this study is to analyze the effect of management commitment, OSH culture and work environment on success of occupational safety and health.

METHODOLOGY

This research is conducted on oil and gas mining workers who have high work risk in Riau Province. Chevron is one of the largest oil and gas producers in Indonesia. One of the areas of operation is in Riau Province. The company is working with the Indonesian government. Specifically, the survey was conducted purposively on a group of oil and gas miners with a total population of 197 people. The current study adopts Slovin random sampling formulate, which is mostly used in state,

$$n = \frac{N}{1+N(e)^2} = \frac{197}{1+197(0.05)^2} = 131,99 = 132$$

n = sample size
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In order to verify its relevance, a pilot study is conducted resulting in a cronbach alpha of 0.93 to 0.97 att the acceptable threshold. The final questionnaire ia administered to 132 respondent across the mining workers in Riau Province Indonesia.

The parameter estimation method used is multiple regression and hypothesis tested by t test.

$$\hat{Y} = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e$$

Y : occupational safety and health (OSH)
X₁ : management commitment
X₂ : OSH culture
X₃ : work environment

With the equation model above, the research hypothesis can be expressed as follows

1. H1 : $b_1 > 0$ management commitment has a positive effect on occupational safety and health.
2. H2 : $b_2 > 0$ OSH culture has a positive effect on occupational safety and health.
3. H3 : $b_3 > 0$ work environment has a positive effect on occupational safety and health.

RESULTS AND DISCUSSIONS

One important part that wanted to be analyzed in this research is management commitment. Of the 17 indicators built, it can be seen that management is obliged to explain the decisions and actions that leaders make for the working group. This indicator has the strongest influence, that is 80.1 percent. The second indicator is to use the advice of your work group to make decisions that will affect your working group. This is very positive, where both parties between management and employees have good communication, so the real problem faced by employees in the field can be an input for management in the implementation of OSH. With such input, the management also has an obligation to explain the purpose of the company's rules to the working group. This indicator is able to give effect of 77.9 percent.

One important and powerful indicator is management's commitment by setting an example. This indicator has a strong influence, namely 77.3 percent. Exemplary management will be reflected from the presence of management and sincerity of management in implementing OSH well. In addition, preparing time to discuss the focus of the working group gradually also gave a strong influence, ie 77.3 percent. The results of research on management commitment are shown in Table 1.

Table 1.
Indicators in Management Commitment in OSH Implementation

No	Indicator	Big Its influence (%)	Category
1	Describes the decisions and actions that leaders make for the working group	80.1	Very strong
2	Use the advice of your work group to make decisions that will affect the working group.	78.9	Strong
3	Describe the purpose of company rules for workgroups	77.9	Strong
4	Lead by example	77.3	Strong
5	Prepare the time to discuss the focus of the working group in stages	77.3	Strong
6	Setting high standards for work with behavior in work	76.7	Strong
7	Teach group members to solve problems in self-employment	75.9	Strong
8	Showing attention to team members who have worked well	70.5	Strong
9	Paying attention to the work effort undertaken by the working group	69.6	Strong
10	Help your work group to focus on the work group objectives.	69.3	Strong
11	Listen to ideas and suggestions from workgroups	68.9	Strong
12	Realize which work areas need more training	66.3	Strong
13	Describe how your work group can contribute to the company.	65.3	Strong
14	Encourage group members to express ideas and suggestions	65	Strong
15	Describes the rules and expectations of expectations for the working group	63.1	Strong
16	Setting that good example is with the behavior it shows	55.8	Medium
17	Shows attention to the success of work group members.	37.9	Weak

In addition, setting high standards for work with behavior in work is also required. With high standards, the management wants a high level of safety. This indicator has an effect of 76.7 percent on the success of Management Commitment. Teaching group members to solve problems in self-employment is also indispensable, because when in the field, employees and members of the group who are involved directly deal with the risks that can occur. From the overall indicator, it appears that attention to the success of working group members shows the lowest impact. This needs attention from management, in order to also pay attention to the psychological aspects of handling OSH.

The functional relationship between Management Commitment (X_1) and OSH (X_2) culture and OSH (X_3) climate together with OSH (Y) behavior was calculated using multiple regression analysis techniques as given in Table 2.

Table 2
Functional Relation Table Variable X_1 , X_2 and X_3 with Y

Model	Unstandardized Coefficients		Standardize d Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	-3.619	4.863		-.744	.458
Management Commitment	.077	.034	.124	2.249	.026
OSH Culture	.141	.068	.156	2.066	.041
Work environment	.364	.033	.716	11.073	.000

a. Dependent Variable: OSH (occupational safety and health)

The Multiple regression equation is $\hat{Y} = -3,619 + 0,077 X_1 + 0,141 X_2 + 0,364 X_3$.

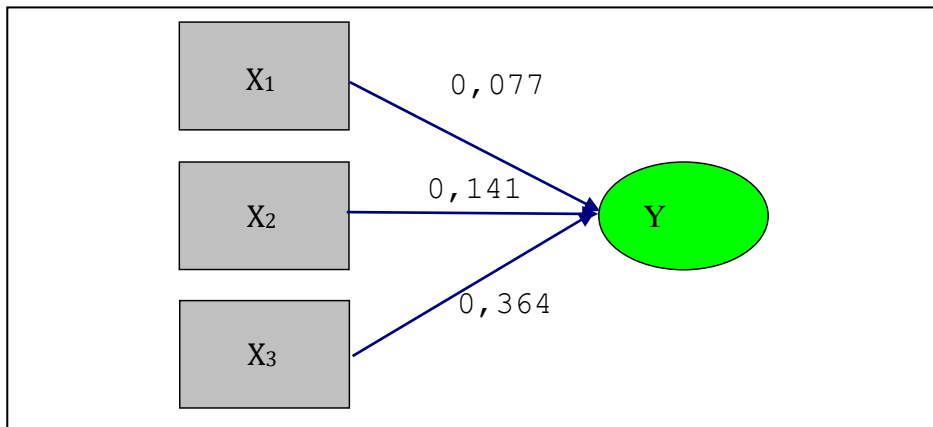


Figure 2. The Effect of Management Commitment, OSH Culture and Work environment on Occupational Safety and Health

- Y : Occupational Safety and Health
- X_1 : Management Commitment
- X_2 : OSH Culture
- X_3 : Work environment

This figure reflects a very low value if the company does not have Management Commitment and also the OSH culture does not exist, then the behavior of OSH is bad and even reflects the negative number. By considering the regression coefficient above, it can be seen that the regression coefficient b_1 is 0.077, that is, the OSH's management has a positive influence on the behavior of OSH. If Management Commitment is improved, then the behavior of OSH will increase by 0.077 score units. The regression coefficient b_2 , of 0.141 indicates that OSH culture has a positive influence on Occupational Safety and Health. If the culture of OSH increases one unit score, then the behavior of OSH will increase by 0.141 score unit. Similarly, the regression coefficient b_3 , ie equal to 0.364 means, the culture of OSH has a positive influence on the behavior of OSH. If the culture of OSH increases one unit score, then the behavior of OSH will increase by 0.364 unit score.

The results of research on the influence of commitment management, OSH culture and work environment on occupational safety and health can also be stated in the following figure.

By comparing the three independent variables, it can be seen that the management commitment (X_1) is still relatively low. This is one of the key success factors in OSH implementation. The results showed that Work environment, has the greatest influence compared to the other two independent variables. This has implications for the importance of creating a conducive climate and health and safety environment.

The result of hypothesis testing shows that all the independent variable, both management commitment, OSH culture and work environment have significant influence on health and safety behavior. This is reflected in the larger statistical t value of the t table value (1,978) or of the significance value of the alpha test smaller than 0.05.

From the value of determination coefficient of 0.975, it can be stated, as much as 97.5% of occupational safety and health diversity can be explained by independent variables, management commitment, osh culture and work environment together. In other words, management commitment, OSH culture and work environment have a positive effect on occupational safety and health.

CONCLUSIONS AND FUTURE RESEARCH

In order to build a management commitment in the success of OSH implementation, important indicators need to be developed is to explain the leadership decisions and actions for the working group, using the advice of the working group, to explain the objectives of the company's rules for the working group, to model, to discuss the focus of the work group in stages, set high standards for work with its behavior in work, teach group members to solve problems in self-employment and show attention to team members who have worked well.

The results showed that the management of OSH (X_1) has not been well run, especially the management commitment while this is one of the keys to success in the implementation of OSH. Work environment was found having the greatest influence compared to the other two independent variables. This has implications for the importance in creating a conducive climate, health and safety environment. The results of hypothesis testing shows that all independent variable, both Management Commitment, OSH culture and Work environment have positive and significant influence toward Health and Safety Behavior. A suggestion for future research is how to create a strong management commitment, in addressing the risks of work accidents. In addition, it is also advisable to make it to manufacturing companies in Indonesia.

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Lampiran 2:
Koreksi dari Reviewer 1 dan 2
31 January 2018

INFLUENCE OF MANAGEMENT COMMITMENT TO SUCCESSFUL IMPLEMENTATION OF OCCUPATIONAL SAFETY AND HEALTH:STUDY ON RIAU PROVINCE, INDONESIA

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Abstract: Labor protection covers considerable aspects, namely protection of safety, health, moral maintenance of work and treatment in accordance with human dignity and religious morals. These safeguards are meant to ensure safety of workers doing their daily work to increase production and productivity. Empirical data shows that the role of management is an important factor in successful implementation of Occupational Safety and Health (OSH). This involves in many occasions handling very high risk situations, and therefore, commitment is absolutely necessary. This study aims to analyze the influence of management commitment, OSH culture and Work environment on occupational safety and health. In order to build management commitment for successful OSH implementation, important indicators need to be developed is to explain the leadership decisions and actions for the working group. Using the advice of the working group, explaining the objectives of the company's rules for the working group, setting good examples, and to discuss the focus of the work group in stages, as well as setting high standards for work with its behavior in work, teaching group members to solve problems in self-employment and show attention to team members who have worked well. Management commitment which is the key to success in the implementation of OSH is still relatively low, while work environment has the greatest influence compared to the management commitment and work environment. Management Commitment, OSH culture and Work environment have a positive and significant influence on Occupational Safety and Health performance.

Keywords: Management Commitment, OSH Culture, Work environment, Occupational Safety and Health

INTRODUCTION

The 1945 Indonesia's Constitution implies the right of every citizen to decent work and income for humanity. New jobs must meet eligibility for humanity if the safety of their workforce is to be assured. Manpower as a human resource needs to be continuously developed, given protection against the influence of technology and and given care and rehabilitation.

Labor protection covers considerable aspects, namely protection of safety, health, moral maintenance of work and treatment in accordance with human dignity and religious morals. These safeguards are

meant to keep the worker in safely doing their daily work to increase production and productivity.

The Ministry of Health, the Ministry of Manpower and other ministries and the private sector have actually set the safety and health work so it is expected that the establishment of healthy workers who work comfortably can be realized as much as possible without any negative impact on the communities around each company. As has been affirmed in Indonesia's Law Number 1 Year 1970 "That every worker shall be entitled to protection for his safety in doing his work for the welfare of life and increase national production and productivity". And in the Mining Minister's Decree No. 555 of 1995 Concerning

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General Mining Safety and Health "In every mining activity based on consideration of the number of workers and the nature or extent of the work, the chief executive of the mine inspection may require the employer to establish an organizational unit on occupational safety and health under supervision of the mining engineering chief".

Empirical data shows that the role of management is an important factor in successful implementation of OSH. This involves handling very high risk, so commitment is absolutely necessary. On that basis, this study aims to analyze the influence of management commitment, OSH culture and work environment to occupational safety and health performance.

THEORY

Work safety

Safety is associated with the machine, the work equipment, the materials and its management processes, the basis of the workplace and its environment, and the ways in which it does its work (Suma'mur, 2001: 1).

Meanwhile, according to Budiono (2003: 227), safety is related to the machinery, equipment, materials and management processes, workplace and environment and ways of doing the work. In carrying out the duties and procedures for performing work in accordance with the rules of work, the use of security devices is required at the time of work. To avoid any accidents, the employee must be able to maintain safety and security in the work and must use the safety equipments that have been recommended from the company.

Occupational Health

Occupational Health refers to a broader effort whereby occupational health does not merely protect the workforce from the threat of injury alone, but includes the maintenance of health on all matters which may cause disruption to the health of the workforce (Azwar, 2001).

According to Mangkunegara (2011) the purpose of occupational safety and health are:

1. for each employee to receive safety and health insurance, both physically, socially and psychologically.
2. for every equipment and equipment to be used as well as possible, as effectively as possible.
3. for all production to be kept secure.
4. for the guarantee of maintenance and improving of nutritional health of employees.

5. to increase enthusiasm, harmonious work and work participation.
6. to avoid health problems caused by the environment or working conditions.
7. and, for every employee to feel safe and protected in work.

Thus, it can be concluded that occupational health focus on creating healthy workers by eradicating occupational diseases, maintaining and improving health, care, eradicating work fatigue and multiplying the excitement and enjoyment of work, and protecting the surrounding community from harm- hazards posed by pollution of company wastes.

Working Protection Tool

According Suma'mur (2001: 34) Protective Equipment work are tools that can provide protection against the dangers of accidents.

Based on the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia Number Per.08/MEN/VII/ 2010, provide the explanation that of the various Self Protection Instruments shapes and types classified according to the protected body parts. The type of self-protection equipment is divided according to the following requirements: head protector (helmet), eye protection devices (glasses), ear protective devices, hand protector (glove), protective clothing, breathing, work shoes and first aid. Such is the standard OSH equipment in the project that should be available and provided by the contractor and should be a liability. Preventive action is much better to reduce the risk of accidents.

Work procedures

According to Muhammad Ali (2000: 325) "Working procedure is the procedure work or how to run a job. Further work procedures are activities that must be done sequentially because the procedure is a stage that must be passed a good job from where it came and where to go, when the work must be completed.

In essence work procedures are used to avoid or prevent the possibility of errors that ultimately can lead to work accidents. Because the procedure is as a tool for learning and teaching then a procedure must be clear, concise, correct, and complete.

Working Procedure Purpose:

1. In order for employees to maintain consistent and level performance of employees or teams within the organization or work unit.
2. To know clearly the role and function of each position in the organization.
3. Clarify the workflow, authority, and responsibilities of the related employees.

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4. To avoid failure or error, doubt, duplication, and internet.

Function Working Procedure:

1. Streamlining the duties of employees or teams or work units.
2. As a legal basis in case of deviation.
3. Be clear about the obstacles and traceability.
4. Direct employees to equally work discipline.
5. As a guide in carrying out routine work

Work Procedures if obeyed by everyone in the organization will bring positive consequences. The various positive outcomes, among others, are:

1. Current coordination
2. There is no overlap or duplication
3. The fostering of a harmonious working relationship
4. Clarity of authority and responsibility of everyone
5. Organizational avoidance of various types of waste
6. Current decision-making process
Guaranteed balance between the rights and obligations of the members of the organization.

Work accident

Work Accidents (according to the standard specialization of operational procedures) is something unplanned or unexpected and undesirable. Accidents can happen anytime, anywhere and can happen to anyone and cause harm to human, material or production or equipment.

In the general mining business activities referred to mine accidents are accidents that meet the following criteria:

1. Accidents really happen
The accident actually happened in the sense that there was no intentional element of the other party or from the victim himself.
2. Afflict employees
3. Those who are experiencing such woes are actually employees who work for the mining company.
4. Working relationship with mining business activities
That the work of the victim is to have a working relationship/mining business relation of the company concerned.
5. Working hours
The accident occurred within the working hours of the victim that is the time between starting work until the end of work.
6. In the mining area
The accidents that occur are still within the

business area of the mining business activities of the company concerned.

If the accident occurring in a mining company meets all (five) criteria above, then based on *Kepmen Nomor.555.K/26/M.PE/1995 on Occupational Safety and Health of General Mining Field* can be classified as Mine Accident.

Accidents occur when there is always a cause, the cause is as follows:

1. Unsafe actions (88%) include:
 - a. Not wearing personal protective equipment
 - b. Not following the specified work procedure
 - c. Not following the safety rules that have been made
 - d. Drive over speed
2. Unsafe conditions (10%) include:
 - e. Slippery work floor
 - f. Workplace scattered with useless/secondhand goods
 - g. Less lighting
 - h. Dusty workplace environmental conditions
 - i. Equipment that is damaged/not standard
 - j. Others beyond human capability (2%).

Work environment

According Mardiana (2005: 152) That Working Environment is the environment where employees do their daily work. A conducive working environment provides a sense of security and allows employees to perform optimally.

Nitisemito (2004: 86) Declared "The work environment is everything that is around the workers and affect himself in carrying out the tasks that are embedded". Workers will be able to carry out activities well, so as to achieve an appropriate working environment.

In addition, the hazard factors of the work environment that can affect the health and productivity of work in the form of health problems, illness, accident of poisoning, and pollution or environmental damage that can be classified in several factors include:

1. Physical factors, ie physical disturbances such as noise, vibration, temperature, or too high or low heat, light, radiation.
2. Chemical factors, namely the influence of chemicals in the form of gas, steam and dust.
3. Ergonomic Factors, namely due to attitude and work that is not correct or appropriate procedures and the use of improper equipment.

In this case the Head of Mine Engineering shall:

1. Take steps to reduce the incidence of dust during

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- drilling, blasting.
2. Require mining workers to wear appropriate dust protection equipment.
3. Establish company regulations on dust control at each workplace.

Health Maintenance

Health maintenance is intended to increase labor productivity, so it can perform well and is a health effort in the field of development. For that company is obliged to conduct health care work. The Company may organize its own health maintenance program for its workforce with better benefits from basic health care insurance packages.

The legal basis used in health care is Law No.13/2003 on employment Article 35: "Maintenance of labor shall provide for the protection of welfare, safety and health of the workforce". And Law No.3/1992 on labor social security provides that the company is required to provide health care insurance for employees and their families.

Health Maintenance Guarantee has the following characteristics:

1. Diversity of disease with the healing process. The type and variety of causes a person develops illnesses raises the diversity of healing facilities such as physician practice, hospital services including various types of equipment and medicines, the scope of the healing process of a disease of miniature requires its own expertise.
2. Administrative. Replacement health expenses are retail and occur on a daily basis. Details of the information contained in the healing cost recovery process require high administrative discipline.
3. The cost of providing health facilities increases every year. The facts show that the cost of each type of health service each year rises higher than the general rate of inflation.
4. Risks facing sick do not know who, when and where. Disease attacks can occur to any employee at any time. From the company's point of view the uncertainty of the occurrence of disease, the type and process of healing raises the risk of providing unpredictable costs.

Bipartite and Tripartite Functionalization

Refer to the workplace health (WHO, 2015), among others: Employment protection from the risks of several factors that interfere with health, prevention of health problems caused by working conditions, placement of workers in a work environment in

accordance with physical and psychological will; Adjustment of each workforce to the work and promotion and maintenance of physical, mental and social health of the workforce.

Furthermore, Hiperkes provide reference to the management company that aims to work healthy and productive workers. In the future, the company's management gives special attention to safety and health during the activity in stable condition. At least the company can carry some dictum as follows: preventive health prevent workers from health problems or occupational diseases, security hazards that may arise by the production process so as to lower the degree of health; welfare and work productivity and harmonization among the workforce and work with the goal of excitement and work efficiency as well as the promotional impact in improving the health of the workforce.

Management Commitment system based on Labor Ministry Regulation No. Per 05/Men/1996 assumed the task of: forming organizational structure of OSH, planning and utilizing OSH function in company. Implementation of OSH management system includes commitment and policy, SMOSH planning, SMOSH implementation, measurement and evaluation, management review and improvement. Occupational Health and Safety Management is a behavioral science that covers social aspect and exact aspect in decision making.

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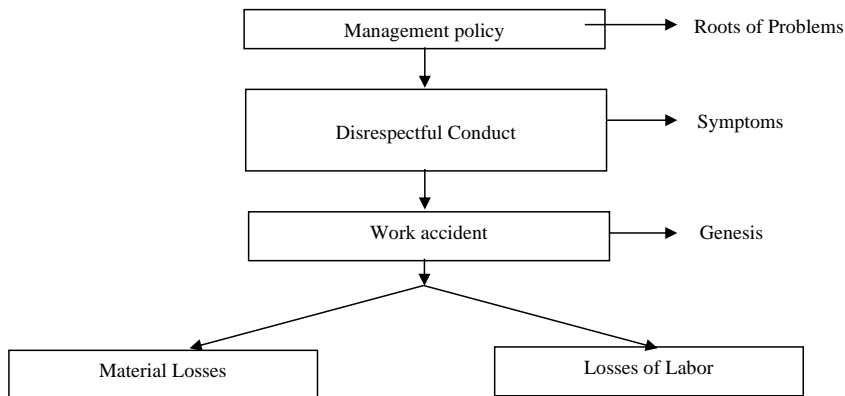


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Based on the above description, the research problem to be analyzed is how much management commitment to overcome accidents in Indonesia to successful the implementation of occupational safety and health. Based on more than two decades of empirical experience and literature review, in addition to management commitment as mentioned above, other variables that play an important role are OSH culture and work environment in the successful implementation of occupational safety and health.

The purpose of this study is to analyze the effect of management commitment, OSH culture and work environment on success of occupational safety and health.

METHODOLOGY

This research is conducted on oil and gas mining workers who have high work risk in Riau Province. Chevron is one of the largest oil and gas producers in Indonesia. One of the areas of operation is in Riau Province. The company is working with the Indonesian government. Specifically, the survey was conducted purposively on a group of oil and gas miners with a total population of 197 people. The current study adopts Slovin random sampling formulate, which is mostly used in state,

$$n = \frac{N}{1+N(e)^2} = \frac{197}{1+197(0.05)^2} = 131,99 = 132$$

n = sample size
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e = error in order to verify its relevance, a pilot study is conducted resulting in a cronbach alpha of 0.93 to 0.97 att the acceptable threshold. The final questionnaire ia administered to 132 respondent across the mining workers in Riau Province Indonesia.

The parameter estimation method used is multiple regression and hypothesis tested by t test.

$$\hat{Y} = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e$$

- Y : occupational safety and health (OSH)
- X₁ : management commitment
- X₂ : OSH culture
- X₃ : work environment

With the equation model above, the research hypothesis can be expressed as follows

1. H1: b₁ > 0 management commitment has a positive effect on occupational safety and health.
2. H2: b₂ > 0 OSH culture has a positive effect on occupational safety and health.
3. H3: b₃ > 0 work environment has a positive effect on occupational safety and health.

RESULTS AND DISCUSSIONS

One important part that wanted to be analyzed in this research is management commitment. Of the 17 indicators built, it can be seen that management is obliged to explain the decisions and actions that leaders make for the working group. This indicator has the strongest influence, that is 80.1 percent. The second

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indicator is to use the advice of your work group to make decisions that will affect your working group. This is very positive, where both parties between management and employees have good communication, so the real problem faced by employees in the field can be an input for management in the implementation of OSH. With such input, the management also has an obligation to explain the purpose of the company's rules to the working group. This indicator is able to give effect of 77.9 percent.

The results of research on management commitment are shown in Table 1.

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Indicators in Management Commitment in OSH Implementation

No	Indicator	Big Its influence (%)	Category
1	Describes the decisions and actions that leaders make for the working group	80.1	Very strong
2	Use the advice of your work group to make decisions that will affect the working group.	78.9	Strong
3	Describe the purpose of company rules for workgroups	77.9	Strong
4	Lead by example	77.3	Strong
5	Prepare the time to discuss the focus of the working group in stages	77.3	Strong
6	Setting high standards for work with behavior in work	76.7	Strong
7	Teach group members to solve problems in self-employment	75.9	Strong
8	Showing attention to team members who have worked well	70.5	Strong
9	Paying attention to the work effort undertaken by the working group	69.6	Strong
10	Help your work group to focus on the work group objectives.	69.3	Strong
11	Listen to ideas and suggestions from workgroups	68.9	Strong
12	Realize which work areas need more training	66.3	Strong
13	Describe how your work group can contribute to the company.	65.3	Strong
14	Encourage group members to express ideas and suggestions	65.0	Strong
15	Describes the rules and expectations of expectations for the working group	63.1	Strong
16	Setting that good example is with the behavior it shows	55.8	Medium
17	Shows attention to the success of work group members.	37.9	Weak

One important and powerful indicator is management's commitment by setting an example. This indicator has a strong influence, namely 77.3 percent.

Table 2
Functional Relation Table Variable X₁, X₂ and X₃ with Y

Exemplary management will be reflected from the presence of management and sincerity of management in implementing OSH well. In addition, preparing time to discuss the focus of the working group gradually also gave a strong influence, ie 77.3 percent.

In addition, setting high standards for work with behavior in work is also required. With high standards, the management wants a high level of safety. This indicator has an effect of 76.7 percent on the success of Management Commitment. Teaching group members to solve problems in self-employment is also indispensable, because when in the field, employees and members of the group who are involved directly deal with the risks that can occur. From the overall indicator, it appears that attention to the success of working group members shows the lowest impact. This needs attention from management, in order to also pay attention to the psychological aspects of handling OSH.

The functional relationship between Management Commitment (X₁) and OSH (X₂) culture and OSH (X₃) climate together with OSH (Y) behavior was calculated using multiple regression analysis techniques as given in Table 2.

The Multiple regression equation is $\hat{Y} = -3,619 + 0,077 X_1 + 0,141 X_2 + 0,364 X_3$.

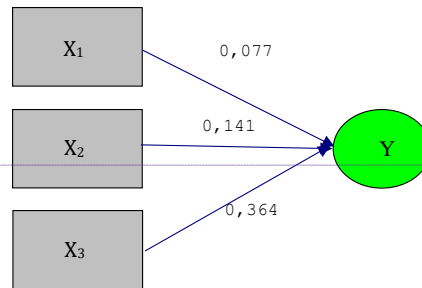


Figure 2. The Effect of Management Commitment, OSH Culture and Work environment on Occupational Safety and Health (OSH)

- Y : Occupational Safety and Health
- X₁ : Management Commitment
- X₂ : OSH Culture
- X₃ : Work environment

Commented [Reviewer125]: had

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Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	-3.619	4.863		-.744	.458
Management Commitment	.077	.034	.124	2.249	.026
OSH Culture	.141	.068	.156	2.066	.041
Work environment	.364	.033	.716	11.073	.000

a. Dependent Variable: OSH (occupational safety and health)

This figure reflects a very low value if the company does not have Management Commitment and also the OSH culture does not exist, then the behavior of OSH is bad and even reflects the negative number. By considering the regression coefficient above, it can be seen that the regression coefficient b1 is 0.077, that is, the OSH's management has a positive influence on the behavior of OSH. If Management Commitment is improved, then the behavior of OSH will increase by 0.077 score units. The regression coefficient b2, of 0.141 indicates that OSH culture has a positive influence on Occupational Safety and Health. If the culture of OSH increases one unit score, then the behavior of OSH will increase by 0.141 score unit. Similarly, the regression coefficient b3, ie equal to 0.364 means, the culture of OSH has a positive influence on the behavior of OSH. If the culture of OSH increases one unit score, then the behavior of OSH will increase by 0.364 unit score.

The results of research on the influence of commitment management, OSH culture and work environment on occupational safety and health can also be stated in the following figure.

By comparing the three independent variables, it can be seen that the management commitment (X1) is still relatively low. This is one of the key success factors in OSH implementation. The results showed that Work environment, has the greatest influence compared to the other two independent variables. This has implications for the importance of creating a conducive climate and health and safety environment.

The result of hypothesis testing shows that all the independent variable, both management commitment, OSH culture and work environment have significant influence on health and safety behavior. This is reflected in the larger statistical t value of the t table value (1,978) or of the significance value of the alpha test smaller than 0.05.

From the value of determination coefficient of 0.975, it can be stated, as much as 97.5% of occupational safety and health diversity can be explained by independent

variables, management commitment, osh culture and work environment together. In other words, management commitment, OSH culture and work environment have a positive effect on occupational safety and health.

CONCLUSIONS AND FUTURE RESEARCH

In order to build a management commitment in the success of OSH implementation, important indicators need to be developed is to explain the leadership decisions and actions for the working group, using the advice of the working group, to explain the objectives of the company's rules for the working group, to model, to discuss the focus of the work group in stages, set high standards for work with its behavior in work, teach group members to solve problems in self-employment and show attention to team members who have worked well.

The results showed that the management of OSH (X1) has not been well run, especially the management commitment while this is one of the keys to success in the implementation of OSH. Work environment was found having the greatest influence compared to the other two independent variables. This has implications for the importance in creating a conducive climate, health and safety environment. The results of hypothesis testing shows that all independent variable, both Management Commitment, OSH culture and Work environment have positive and significant influence toward Health and Safety Behavior. A suggestion for future research is how to create a strong management commitment, in addressing the risks of work accidents. In addition, it is also advisable to make it to manufacturing companies in Indonesia.

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THE INFLUENCE MANAGEMENT COMMITMENT TO SUCCESSFUL OF IMPLEMENTATION OCCUPATIONAL SAFETY AND HEALTH: STUDY ON RIAU PROVINCE, INDONESIA

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Abstract: Labor protection covers considerable aspects, namely protection of safety, health, moral maintenance of work and treatment in accordance with human dignity and religious morals. These safeguards are meant to keep the worker safely doing their daily work to increase production and productivity. Empirical data shows that the role of management is a trepenting factor in successful implementation of OSH. This involves handling very high risk, so commitment is absolutely necessary. This study aims to analyze the influence of management commitment, OSH culture and Work environment on occupational safety and health". In order to build a management commitment in the success of OSH implementation, important indicators need to be developed is to explain the leadership decisions and actions for the working group, using the advice of the working group, to explain the objectives of the company's rules for the working group, to set an example, to discuss the focus of the work group in stages, set high standards for work with its behavior in work, teach group members to solve problems in self-employment and show attention to team members who have worked well. Management commitment which is the key to success in the implementation of OSH is still relatively low. while Work environment, has the greatest influence compared to the other two independent variables. All free variables, both Management Commitment, OSH culture and Work environment have a positive and significant influence on Occupational Safety and Health.

Keywords: Management Commitment, OSH Culture, Work environment, Occupational Safety and Health

INTRODUCTION

The 1945 Constitution implies the right of every citizen to decent work and income for humanity. New jobs meet eligibility for humanity if the safety of their workforce is assured. Manpower as a human resource needs to be continuously developed, given protection against the influence of working technology and work environment and given care and rehabilitation.

Labor protection covers considerable aspects, namely protection of safety, health, moral maintenance of work and treatment in accordance with human dignity and religious morals. These safeguards are meant to keep the worker safely

doing their daily work to increase production and productivity.

The Ministry of Health, the Ministry of Manpower and other ministries and the private sector have actually set the safety and health work so it is expected that the establishment of healthy workers who work comfortably can be realized as much as possible without any negative impact on the communities around each company.

As has been affirmed in Law Number 1 Year 1970 "That every worker shall be entitled to protection for his safety in doing his work for the welfare of life and increase national production and productivity". And in the Mining Minister's Decree No. 555 of 1995 Concerning General

Mining Safety and Health “In every mining activity based on consideration of the number of workers and the nature or extent of the work, the chief executive of the mine inspection may require the employer to establish an organizational unit on occupational safety and health under supervision of the mining engineering chief”.

Empirical data shows that the role of management is a trepenting factor in successful implementation of OSH. This involves handling very high risk, so commitment is absolutely necessary. On that basis, this study aims to analyze The influence of commitment management occupational, OSH culure and work environment to occupational safety and health.

THEORY

Work safety

Safety is the safety associated with the machine, the work equipment, the materials and its management processes, the basis of the workplace and its environment, and the ways in which it does its work. Suma'mur (2001: 1).

Meanwhile, according to Budiono (2003: 227), said that Safety is a safety related or related to the machinery, equipment, materials and management processes, workplace and environment and ways of doing the work. So in carrying out the duties and procedures for performing work in accordance with the rules of work, the use of security devices is required at the time of work. To avoid any accidents, the employee must be able to maintain security in the work and must use the equipment that has been recommended from the company.

Accordingly, work safety is safety related or related to the machinery, equipment, materials and processes of management, workplace and environment and ways of doing the work. So in carrying out the duties and procedures for performing work in accordance with the rules of work, the use of security devices are required at work, to avoid any accidents.

Occupational Health

Occupational Health refers more to a broader effort whereby occupational health does not merely protect the workforce from the threat of injury alone, but includes

the maintenance of health on all matters which may cause disruption to the health of the workforce. According to Azwar (2001: 47).

According Mangkunegara (2011: 162) the purpose of occupational safety and health are:

1. In order for each employee to receive safety and health insurance, both physically, socially and psychologically.
2. For every equipment and equipment to be used as well as possible, as effectively as possible.
3. For all production to be kept secure.
4. In order for the guarantee of maintenance and penungkatan nutritional health of employees.
5. In order to increase enthusiasm, harmonious work and work participation.
6. In order to avoid health problems caused by the environment or working conditions.
7. In order for every employee to feel safe and protected in work.

Thus, it can be concluded that occupational health is a health that workers are expected to have by eradicating occupational diseases, maintaining and improving health, care, eradicating work fatigue and multiplying the excitement and enjoyment of work, and protecting the surrounding community from harm- hazards posed by pollution of company wastes.

Working Protection Tool

According Suma'mur (2001: 34) Protective Equipment work is tools - tools that can provide protection against the dangers of accidents.

Based on the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia Number Per.08 / MEN / VII / 2010 Explain that Self Protection Instruments there are various shapes and types classified according to the protected body parts, therefore the type of self-protection equipment is divided according to the following requirements:

1. Head protector (Helmet)

The purpose of using this tool is to protect the head from the danger of colliding with a sharp or hard

object causing scratches to be scratched, cut, punctured, hit by falling objects, floating and sliding, also protecting the head from radiant heat, electric shock, fire, corrosive chemicals and prevent hair loss with rotating engine parts of the type of safety hats made of plastic, fiberglass, bakelite.

2. Eye protection devices (Glasses)

The most difficult preventative problem is an eye accident, because the workforce usually refuses to wear a safety that it considers to be bothersome and uncomfortable. Safety goggles are required to protect the eyes from possible contact with danger due to splashing or possessing dust, gases, corrosive liquids of floating particles, or subject to electromagnetic wave radiation.

3. Ear protective devices

Hearing loss is a common occurrence in the workplace and is often ignored because sound interference does not result in injury. The ear protector works as a barrier between the noise and the inner ear. In addition, this device protects its use from the dangers of sparks or hot metal for example during welding.

4. Hand protector (Glove)

Hand Protector Tool is the most widely used tool because the crash on the hands is the most of all accidents occurring in the workplace. Workers should wear hand protection when there is a possibility of accidents such as hand injuries due to hard objects, scratches, dangerous chemicals, sting wounds and so on.

5. Protective clothing

Protective clothing can be shaped apron that covers part of the body that is from chest to knee and overalls covering whole body. Protective clothing is used to protect its use from sparks of liquid, fire, corrosive chemicals and oil solutions, working weather (heat, cold, and humidity). Apron can be made from fabric, leather, plastic, rubber, asbestos or aluminum-coated fabrics. Keep in mind that aprons should not be used in workplaces with rotary engines.

6. Breathing

Respirator should be used to protect the lungs when air is contaminated by chemicals and gases, metal

vapors, fog, dust. When using a respiratory protective device, the plan for the selection of equipment, maintenance, training, installation, monitoring, cleaning and use must comply with the requirements specified by the authorized agency.

7. Work Shoes

Working shoes (safety shoes) is a protection against the feet. Every construction worker needs to wear shoes with thick soles so that they are free to walk everywhere without getting hurt by sharp objects or by dirt from the bottom. The front of the shoe should be hard enough so that the foot is not injured if it hit the object from above.

8. First aid

In the event of a minor or severe work accidents in construction workers, first aid should be done in the project. To that end, the construction executor shall provide the drugs used for first aid.

Such is the standard OSH equipment in the project that should be available and provided by the contractor and should be a liability. Preventive action is much better to reduce the risk of accidents.

Work procedures

According to Muhammad Ali (2000: 325) "Working procedure is the procedure work or how to run a job. Further work procedures are activities that must be done sequentially because the procedure is a stage that must be passed a good job from where it came and where to go, when the work must be completed.

In essence work procedures are used to avoid or prevent the possibility of errors that ultimately can lead to work accidents. Because the procedure is as a tool for learning and teaching then a procedure must be clear, concise, correct, and complete.

Working Procedure Purpose

1. In order for employees to maintain consistent and level performance of employees or teams within the organization or work unit.
2. To know clearly the role and function of each position in the organization.

3. Clarify the workflow, authority, and responsibilities of the related employees.
4. To avoid failure or error, doubt, duplication, and internet.

Function Working Procedure

1. Streamlining the duties of employees or teams or work units.
2. As a legal basis in case of deviation.
3. Be clear about the obstacles and traceability.
4. Direct employees to equally work discipline.
5. As a guide in carrying out routine work

Work Procedures if obeyed by everyone in the organization will bring positive consequences. The various positive outcomes, among others, are:

1. Current coordination
2. There is no overlap or duplication
3. The fostering of a harmonious working relationship
4. Clarity of authority and responsibility of everyone
5. Organizational avoidance of various types of waste
6. Current decision-making process

Guaranteed balance between the rights and obligations of the members of the organization.

Work accident

Work Accidents (according to the standard specialization of operational procedures) is something unplanned or unexpected and undesirable. Accidents can happen anytime, anywhere and can happen to anyone and cause harm to human, material or production or equipment.

In the general mining business activities referred to mine accidents are accidents that meet the following criteria:

1. Accidents really happen

The accident actually happened in the sense that there was no intentional element of the other party or from the victim himself.

2. Afflict employees

Those who are experiencing such woes are actually employees who work for the mining company.

3. Working relationship with mining business activities

That the work of the victim is to have a working relationship / mining business relation of the company concerned.

4. Working hours

The accident occurred within the working hours of the victim that is the time between starting work until the end of work.

5. In the mining area

The accidents that occur are still within the business area of the mining business activities of the company concerned.

If the accident occurring in a mining company meets all (five) criteria above, then based on Kepmen Nomor.555.K / 26 / M.PE / 1995 on Occupational Safety and Health of General Mining Field can be classified as Mine Accident.

Accidents occur when there is always a cause, the cause is as follows:

1. Unsafe actions (88%) include:

- a) Not wearing personal protective equipment
- b) Not following the specified work procedure
- c) Not following the safety rules that have been made
- d) Drive over speed

2. Unsafe conditions (10%) include:

- a) Slippery work floor
- b) Workplace scattered with useless / secondhand goods
- c) Less lighting
- d) Dusty workplace environmental conditions
- e) Equipment that is damaged / not standard

3. Others beyond human capability (2%).

Work environment

According Mardiana (2005: 152) That Working Environment is the environment where employees do

their daily work “. A conducive working environment provides a sense of security and allows employees to perform optimally.

Nitisemito (2004: 86) Declared “The work environment is everything that is around the workers and affect himself in carrying out the tasks that are embedded”. Workers will be able to carry out activities well, so as to achieve an appropriate working environment.

In addition, the hazard factors of the work environment that can affect the health and productivity of work in the form of health problems, illness, accident of poisoning, and pollution or environmental damage that can be classified in several factors include:

1. Physical factors, ie physical disturbances such as noise, vibration, temperature, or too high or low heat, light, radiation.
2. Chemical factors, namely the influence of chemicals in the form of gas, steam and dust.
3. Ergonomic Factors, namely due to attitude and work that is not correct or appropriate procedures and the use of improper equipment.

In this case the Head of Mine Engineering shall:

1. Take steps to reduce the incidence of dust during drilling, blasting.
2. Require mining workers to wear appropriate dust protection equipment.
3. Establish company regulations on dust control at each workplace.

Health Maintenance

Health maintenance is intended to increase labor productivity, so it can perform well and is a health effort in the field of development. For that company is obliged to conduct health care work. The Company may organize its own health maintenance program for its workforce with better benefits from basic health care insurance packages.

The legal basis used in health care is Law No.13 / 2003 on employment Article 35: “Maintenance of labor shall provide for the protection of welfare, safety and health of the workforce”. And Law No.3 / 1992 on labor

social security provides that the company is required to provide health care insurance for employees and their families.

Health Maintenance Guarantee has the following characteristics:

1. Diversity of disease with the healing process. The type and variety of causes a person develops illnesses raises the diversity of healing facilities such as physician practice, hospital services including various types of equipment and medicines, the scope of the healing process of a disease of miniature requires its own expertise.
2. Administrative. Replacement health expenses are retail and occur on a daily basis. Details of the information contained in the healing cost recovery process require high administrative discipline.
3. The cost of providing health facilities increases every year. The facts show that the cost of each type of health service each year rises higher than the general rate of inflation.
4. Risks facing sick do not know who, when and where. Disease attacks can occur to any employee at any time. From the company’s point of view the uncertainty of the occurrence of disease, the type and process of healing raises the risk of providing unpredictable costs.

Bipartite and Tripartite Functionalization

Refer to the workplace health reference of the ILO and WHO, among others: Employment protection from the risks of several factors that interfere with health, prevention of health problems caused by working conditions, placement of workers in a work environment in accordance with physical and psychological will; Adjustment of each workforce to the work and promotion and maintenance of physical, mental and social health of the workforce.

Furthermore, Hiperkes provide reference to the management company that aims to work healthy and productive workers. In the future, the company’s management gives special attention to safety and health during the activity in stable condition. At least the

company can carry some dictum as follows: preventive health prevent workers from health problems or occupational diseases, security hazards that may arise by the production process so as to lower the degree of health; welfare and work productivity and harmonization among the workforce and work with the goal of excitement and work efficiency as well as the promotional impact in improving the health of the workforce.

Management Commitment system based on Naker's Regulation No. Per 05 / Men / 1996 assumed the task of: forming organizational structure of OSH, planning

and utilizing OSH function in company. Implementation of OSH management system includes commitment and policy, SMOSH planning, SMOSH implementation, measurement and evaluation, management review and improvement. Occupational Health and Safety Management is a behavioral science that covers social aspect and exact aspect in decision making.

The picture above emphasizes that the interconnected substance is strong in carrying out routine work ie company management in certain respects is the manager, where the manager is responsible for fully

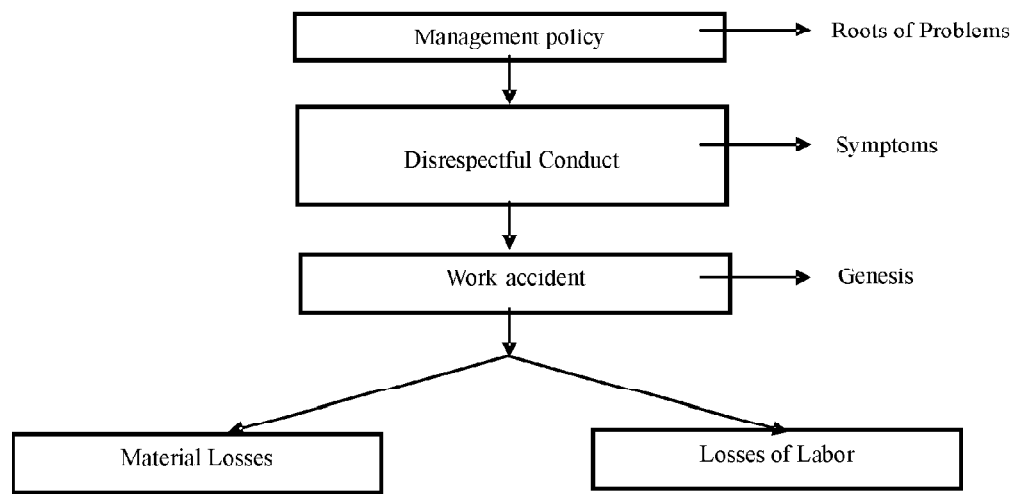


Figure 1: The Important Role of Management in Overcoming Losses

manage the work unit. Structurally organized delegation of authority, all rules and work norms are governed by management. In addition, the second substance is the employee community. Both substance (managerial and employee community) must be communicative, both of which have no chance of dropping each other, the two are synergistic. Understanding bi partite is laying the foundation of symbiotic relationship, both have a common perception in advancing the company and increase work productivity. The understanding of tri partite is a symbiotic relationship step, both have a common perception in advancing the company and increase work productivity.

The understanding of tri partite is a step of symbiotic relationship between the related offices in charge of labor and company management as well as physical observation of labor activities by the relevant offices after the regional autonomy is enforced the authority of the labor service is

granted supervisory authority to the industrial areas in their respective territories. The workplace (occupational safety and health inspector) is entitled to conduct an examination of safety concerns, to consult with company management.

METHODOLOGY

The current study adopts Slovin random sampling formulate, which is mostly used in state,

$$n = \frac{N}{1 + N(e)^2}$$

- n = sample size
- N = population size
- e = error

In order to verify its relevance, a pilot study is conducted resulting in a cronbach alpha of 0.93 to 0.97

att the acceptable threshold. The final questionnaire ia administered to 132 respondent across the mining workers in Riau Province Indonesia.

The parameter estimation method used is multiple regression and hypothesis tested by t test.

$$\hat{Y} = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e$$

Y : occupational safety and health (OSH)

X₁ : management commitment

X₂ : OSH culture

X₃ : work environment

RESULT AND DISCUSSION

One important part that wanted to be analyzed in this research is management commitment. Of the 17 indicators built, it can be seen that management is obliged to explain the decisions and actions that leaders make for the working group. This indicator has the strongest influence, that is 80.1 percent. The second indicator is to use the advice of your work group to make decisions that will affect your working group. This is very positive, where both parties between management and employees have good communication, so the real problem faced by employees in the field can be an input for management in the implementation of OSH. With such input, the management also has an obligation to explain the purpose of the company's rules to the working group. This indicator is able to give effect of 77.9 percent.

One important and powerful indicator is management's commitment by setting an example. This indicator has a strong influence, namely 77.3 percent. Exemplary management will be reflected from the presence of management and sincerity of management in implementing OSH well. In addition, preparing time to discuss the focus of the working group gradually also gave a strong influence, ie 77.3 percent

In addition, setting high standards for work with behavior in work is also required. With high standards, the management wants a high level of safety. This indicator has an effect of 76.7 percent on the success of Management Commitment. Teaching group members to solve problems in self-employment is also indispensable,

because when in the field, employees and members of the group who are involved directly deal with the risks that can occur. From the overall indicator, it appears that attention to the success of working group members shows the lowest impact. This needs attention from management, in order to also pay attention to the psychological aspects of handling OSH.

The results of research on management commitment are stated in the following table

Table 1
Indicators in Management Commitments in OSH Implementation

No	Indicator	Big Its influence (%)	Category
1	Describes the decisions and actions that leaders make for the working group	80.1	Very strong
2	Use the advice of your work group to make decisions that will affect the working group.	78.9	Strong
3	Describe the purpose of company rules for workgroups	77.9	Strong
4	Lead by example	77.3	Strong
5	Prepare the time to discuss the focus of the working group in stages	77.3	Strong
6	Setting high standards for work with behavior in work	76.7	Strong
7	Teach group members to solve problems in self-employment	75.9	Strong
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10	Help your work group to focus on the work group objectives.	69.3	Strong
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14	Encourage group members to express ideas and suggestions	65	Strong
15	Describes the rules and expectations of expectations for the working group	63.1	Strong
16	Setting that good example is with the behavior it shows	55.8	Medium
17	Shows attention to the success of work group members.	37.9	Weak

The functional relationship between Management Commitment (X1) and OSH (X2) culture and OSH (X3) climate together with OSH (Y) behavior was calculated

using multiple regression analysis techniques as in the table below:

Table 2
Functional Relation Table Variable X₁, X₂ and X₃ with Y

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	-3.619	4.863		-.744	.458
	Management Commitment	.077	.034	.124	2.249	.026
	OSH Culture	.141	.068	.156	2.066	.041
	Work environment	.364	.033	.716	11.073	.000

a. Dependent Variable: Perilaku OSH

The Multiple regression equation is $\hat{Y} = -3,619 + 0,077 X_1 + 0,141 X_2 + 0,364 X_3$.

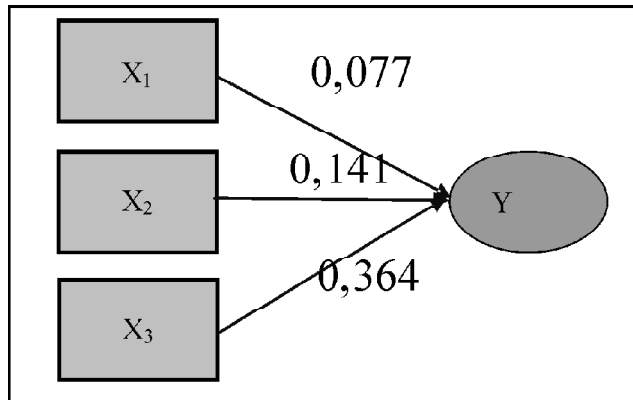


Figure 2: The Effect of Management Commitment, OSH Culture and Work environment on Occupational Safety and Health

- Y : Occupational Safety and Health
- X₁ : Management Commitment
- X₂ : OSH Culture
- X₃ : Work environment

This figure reflects a very low value if the company does not have Management Commitment and also the OSH culture does not exist, then the behavior of OSH is bad and even reflects the negative number. By considering the regression coefficient above, it can be seen that the regression coefficient b1 is 0.077, that is,

the OSH's management has a positive influence on the behavior of OSH. If Management Commitment is improved, then the behavior of OSH will increase by 0.077 score units. The regression coefficient b2, of 0.141 indicates that OSH culture has a positive influence on Occupational Safety and Health. If the culture of OSH increases one unit score, then the behavior of OSH will increase by 0.141 score unit. Similarly, the regression coefficient b3, ie equal to 0.364 means, the culture of OSH has a positive influence on the behavior of OSH. If the culture of OSH increases one unit score, then the behavior of OSH will increase by 0.364 unit score.

The results of research on the influence of commitment management, OSH culture and work environment on occupational safety and health can also be stated in the following figure.

By comparing the three independent variables, it can be seen that the management commitment (X1) is still relatively low, while this is one of the keys to success in OSH implementation. The results showed that Work environment, has the greatest influence compared to the other two independent variables. This has implications for the importance of creating a conducive climate and health and safety environment.

The result of hypothesis testing shows that all the independent variable, both management commitment, OSH culture and work environment have significant influence on health and safety behavior. This is reflected

in the larger statistical t value of the t table value (1,978) or of the significance value of the alpha test smaller than 0.05.

From the value of determination coefficient of 0.975, it can be stated, as much as 97.5% of occupational safety and health diversity can be explained by independent variables, management commitment, osh culture and work environment together. In other words, management commitment, OSH culture and work environment have a positive effect on occupational safety and health.

CONCLUSION

In order to build a management commitment in the success of OSH implementation, important indicators need to be developed is to explain the leadership decisions and actions for the working group, using the advice of the working group, to explain the objectives of the company's rules for the working group, to model, to discuss the focus of the work group in stages, set high standards for work with its behavior in work, teach group members to solve problems in self-employment and show attention to team members who have worked well.

The results showed that the management of OSH (X1) has not been well run, especially the management commitment while this is one of the keys to success in the implementation of OSH. While Work environment, has the greatest influence compared to the other two independent variables. This has implications for the importance of creating a conducive climate and health and safety environment. The result of hypothesis testing shows that all independent variable, both Management Commitment, OSH culture and Work environment have positive and significant influence toward Health and Safety Behavior.

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INFLUENCE OF MANAGEMENT COMMITMENT TO SUCCESSFUL IMPLEMENTATION OF OCCUPATIONAL SAFETY AND HEALTH

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Abstract: Labor protection covers considerable aspects, namely protection of safety, health, moral maintenance of work and treatment in accordance with human dignity and religious morals. These safeguards are meant to ensure safety of workers doing their daily work to increase production and productivity. Empirical data shows that the role of management is an important factor in successful implementation of Occupational Safety and Health (OSH). This involves in many occasions handling very high risk situations, and therefore, commitment is absolutely necessary. This study aims to analyze the influence of management commitment, OSH culture and Work environment on occupational safety and health. In order to build management commitment for successful OSH implementation, important indicators need to be developed is to explain the leadership decisions and actions for the working group. Using the advice of the working group, explaining the objectives of the company's rules for the working group, setting good examples, and to discuss the focus of the work group in stages, as well as setting high standards for work with its behavior in work, teaching group members to solve problems in self-employment and show attention to team members who have worked well. Management commitment which is the key to success in the implementation of OSH is still relatively low, while work environment has the greatest influence compared to the management commitment and work environment. Management Commitment, OSH culture and Work environment have a positive and significant influence on Occupational Safety and Health performance.

Keywords: Management Commitment, OSH Culture, Work environment, Occupational Safety and Health

INTRODUCTION

The 1945 Indonesia's Constitution implies the right of every citizen to decent work and income for humanity. New jobs must meet eligibility for humanity if the safety of their workforce is to be assured. Manpower as a human resource needs to be continuously developed, given protection against the influence of technology and and given care and rehabilitation.

Labor protection covers considerable aspects, namely protection of safety, health, moral maintenance of work and treatment in accordance with human dignity and religious morals. These safeguards are meant to keep the worker in safely doing their daily work to increase production and productivity.

The Ministry of Health, the Ministry of Manpower and other ministries and the private sector have actually set the safety and health work so it is expected that the establishment of healthy workers who work comfortably can be realized as much as possible without any negative impact on the communities around each company. As has been affirmed in Indonesia's Law Number 1 Year 1970 "That every worker shall be entitled to protection for his safety in doing his work for the welfare of life and increase national production and productivity". And in the Mining Minister's Decree No. 555 of 1995 Concerning General Mining Safety and Health "In every mining activity based on consideration of the number of workers and the nature or extent of the work, the chief executive of the mine inspection may require the

employer to establish an organizational unit on occupational safety and health under supervision of the mining engineering chief”.

Empirical data shows that the role of management is an important factor in successful implementation of OSH. This involves handling very high risk, so commitment is absolutely necessary. On that basis, this study aims to analyze the influence of management commitment, OSH culture and work environment to occupational safety and health performance.

THEORY

Work safety

Safety is associated with the machine, the work equipment, the materials and its management processes, the basis of the workplace and its environment, and the ways in which it does its work (Suma'mur, 2001: 1).

Meanwhile, according to Budiono (2003: 227), safety is related to the machinery, equipment, materials and management processes, workplace and environment and ways of doing the work. In carrying out the duties and procedures for performing work in accordance with the rules of work, the use of security devices is required at the time of work. To avoid any accidents, the employee must be able to maintain safety and security in the work and must use the safety equipments that have been recommended from the company.

Occupational Health

Occupational Health refers more to a broader effort whereby occupational health does not merely protect the workforce from the threat of injury alone, but includes the maintenance of health on all matters which may cause disruption to the health of the workforce (Azwar, 2001).

According to Mangkunegara (2011) the purpose of occupational safety and health are:

1. for each employee to receive safety and health insurance, both physically, socially and psychologically.
2. for every equipment and equipment to be used as well as possible, as effectively as possible.

3. for all production to be kept secure.
4. for the guarantee of maintenance and improving of nutritional health of employees.
5. to increase enthusiasm, harmonious work and work participation.
6. to avoid health problems caused by the environment or working conditions.
7. and, for every employee to feel safe and protected in work.

Thus, it can be concluded that occupational health focus on creating healthy workers by eradicating occupational diseases, maintaining and improving health, care, eradicating work fatigue and multiplying the excitement and enjoyment of work, and protecting the surrounding community from harm- hazards posed by pollution of company wastes.

Working Protection Tool

According Suma'mur (2001: 34) Protective Equipment work are tools that can provide protection against the dangers of accidents.

Based on the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia Number Per.08/MEN/VII/ 2010, provide the explanation that of the various Self Protection Instruments shapes and types classified according to the protected body parts. The type of self-protection equipment is divided according to the following requirements: head protector (helmet), eye protection devices (glasses), ear protective devices, hand protector (glove), protective clothing, breathing, work shoes and first aid. Such is the standard OSH equipment in the project that should be available and provided by the contractor and should be a liability. Preventive action is much better to reduce the risk of accidents.

Work procedures

According to Muhammad Ali (2000: 325) “Working procedure is the procedure work or how to run a job. Further work procedures are activities that must be done sequentially because the procedure is a stage that must be passed a good job from where it came and where to go, when the work must be completed.

In essence work procedures are used to avoid or prevent the possibility of errors that ultimately can lead to work accidents. Because the procedure is as a tool for learning and teaching then a procedure must be clear, concise, correct, and complete.

Working Procedure Purpose

1. In order for employees to maintain consistent and level performance of employees or teams within the organization or work unit.
2. To know clearly the role and function of each position in the organization.
3. Clarify the workflow, authority, and responsibilities of the related employees.
4. To avoid failure or error, doubt, duplication, and internet.

Function Working Procedure

1. Streamlining the duties of employees or teams or work units.
2. As a legal basis in case of deviation.
3. Be clear about the obstacles and traceability.
4. Direct employees to equally work discipline.
5. As a guide in carrying out routine work

Work Procedures if obeyed by everyone in the organization will bring positive consequences. The various positive outcomes, among others, are:

1. Current coordination
2. There is no overlap or duplication
3. The fostering of a harmonious working relationship
4. Clarity of authority and responsibility of everyone
5. Organizational avoidance of various types of waste
6. Current decision-making process

Guaranteed balance between the rights and obligations of the members of the organization.

Work accident

Work Accidents (according to the standard specialization of operational procedures) is something unplanned or

unexpected and undesirable. Accidents can happen anytime, anywhere and can happen to anyone and cause harm to human, material or production or equipment.

In the general mining business activities referred to mine accidents are accidents that meet the following criteria:

1. Accidents really happen
The accident actually happened in the sense that there was no intentional element of the other party or from the victim himself.
2. Afflict employees
Those who are experiencing such woes are actually employees who work for the mining company.
3. Working relationship with mining business activities
That the work of the victim is to have a working relationship/mining business relation of the company concerned.
4. Working hours
The accident occurred within the working hours of the victim that is the time between starting work until the end of work.
5. In the mining area
The accidents that occur are still within the business area of the mining business activities of the company concerned.

If the accident occurring in a mining company meets all (five) criteria above, then based on *Kepmen Nomor.555.K/26/M.PE/1995 on Occupational Safety and Health of General Mining Field* can be classified as Mine Accident.

Accidents occur when there is always a cause, the cause is as follows:

1. Unsafe actions (88%) include:
 - a. Not wearing personal protective equipment
 - b. Not following the specified work procedure
 - c. Not following the safety rules that have been made
 - d. Drive over speed
2. Unsafe conditions (10%) include:
 - a. Slippery work floor

- b. Workplace scattered with useless/secondhand goods
 - c. Less lighting
 - d. Dusty workplace environmental conditions
 - e. Equipment that is damaged/not standard
3. Others beyond human capability (2%).

Work environment

According Mardiana (2005: 152) That Working Environment is the environment where employees do their daily work. A conducive working environment provides a sense of security and allows employees to perform optimally.

Nitisemito (2004: 86) Declared “The work environment is everything that is around the workers and affect himself in carrying out the tasks that are embedded”. Workers will be able to carry out activities well, so as to achieve an appropriate working environment.

In addition, the hazard factors of the work environment that can affect the health and productivity of work in the form of health problems, illness, accident of poisoning, and pollution or environmental damage that can be classified in several factors include:

- 1. Physical factors, ie physical disturbances such as noise, vibration, temperature, or too high or low heat, light, radiation.
- 2. Chemical factors, namely the influence of chemicals in the form of gas, steam and dust.
- 3. Ergonomic Factors, namely due to attitude and work that is not correct or appropriate procedures and the use of improper equipment.

In this case the Head of Mine Engineering shall:

- 1. Take steps to reduce the incidence of dust during drilling, blasting.
- 2. Require mining workers to wear appropriate dust protection equipment.
- 3. Establish company regulations on dust control at each workplace.

Health Maintenance

Health maintenance is intended to increase labor productivity, so it can perform well and is a health effort

in the field of development. For that company is obliged to conduct health care work. The Company may organize its own health maintenance program for its workforce with better benefits from basic health care insurance packages.

The legal basis used in health care is Law No.13/2003 on employment Article 35: “Maintenance of labor shall provide for the protection of welfare, safety and health of the workforce”. And Law No.3/1992 on labor social security provides that the company is required to provide health care insurance for employees and their families.

Health Maintenance Guarantee has the following characteristics:

- 1. Diversity of disease with the healing process. The type and variety of causes a person develops illnesses raises the diversity of healing facilities such as physician practice, hospital services including various types of equipment and medicines, the scope of the healing process of a disease of miniature requires its own expertise.
- 2. Administrative. Replacement health expenses are retail and occur on a daily basis. Details of the information contained in the healing cost recovery process require high administrative discipline.
- 3. The cost of providing health facilities increases every year. The facts show that the cost of each type of health service each year rises higher than the general rate of inflation.
- 4. Risks facing sick do not know who, when and where. Disease attacks can occur to any employee at any time. From the company's point of view the uncertainty of the occurrence of disease, the type and process of healing raises the risk of providing unpredictable costs.

Bipartite and Tripartite Functionalization

Refer to the workplace health (WHO, 2015), among others: Employment protection from the risks of several factors that interfere with health, prevention of health problems caused by working conditions, placement of workers in a work environment in accordance with

physical and psychological will; Adjustment of each workforce to the work and promotion and maintenance of physical, mental and social health of the workforce.

Furthermore, Hiperkes provide reference to the management company that aims to work healthy and productive workers. In the future, the company's management gives special attention to safety and health during the activity in stable condition. At least the company can carry some dictum as follows: preventive health prevent workers from health problems or occupational diseases, security hazards that may arise by the production process so as to lower the degree of health; welfare and work productivity and harmonization among the workforce and work with the goal of excitement and work efficiency as well as the promotional impact in improving the health of the workforce.

Management Commitment system based on Labor Ministry Regulation No. Per 05/Men/1996 assumed the task of: forming organizational structure of OSH, planning and utilizing OSH function in company. Implementation of OSH management system includes commitment and policy, SMOSH planning, SMOSH implementation, measurement and evaluation, management review and improvement. Occupational Health and Safety Management is a behavioral science that covers social aspect and exact aspect in decision making.

The interconnection of element is strong in carrying out routine work ie company management in certain respects is the manager, where the manager is responsible to fully manage the work unit. The organized structure shows the delegation of authority, all rules and work norms are governed by management. In addition, the second is the employee community. Both elements (managerial and employee community) must be communicative, both of which have no chance of dropping each other, the two are synergistic. Understanding bi partite is laying the foundation of symbiotic relationship, both have a common perception in advancing the company and increase work productivity. The understanding of tri partite is a symbiotic relationship step, both have a common perception in advancing the company and increase work productivity.

The understanding of tri partite is a step of symbiotic relationship between the related offices in charge of labor and company management as well as physical observation of labor activities by the relevant offices after the regional autonomy. The Occupational Safety and Health Inspector is entitled to conduct an examination of safety concerns, to consult with company's management. The management commitment followed by cooperation of various parties has an important role in overcoming the risk, as presented in Figure 1 below.

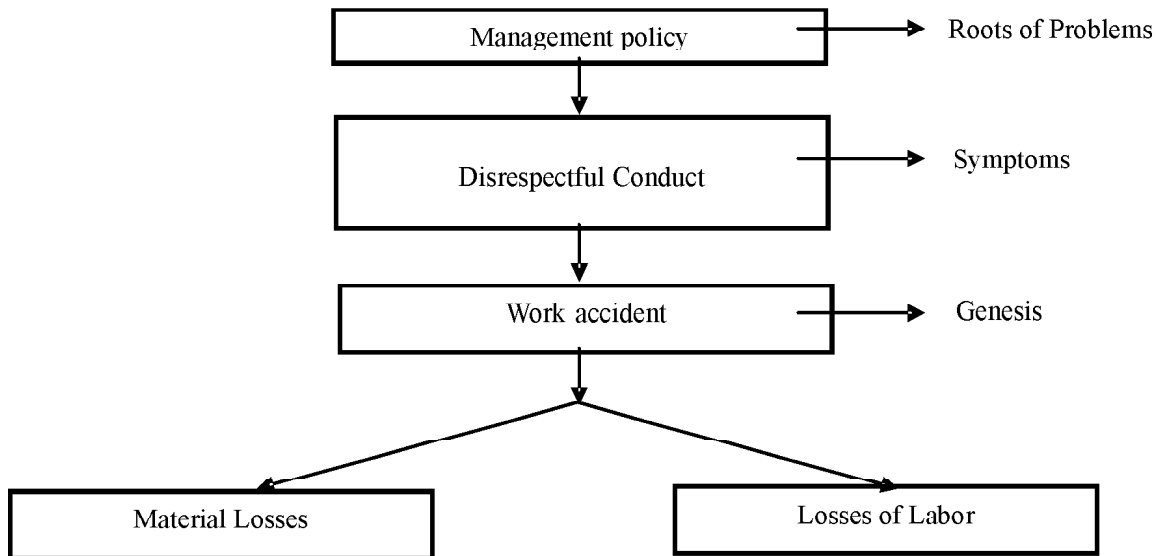


Figure 1: The Important Role of Management in Overcoming Losses

Based on the above description, the research problem to be analyzed is how much management commitment to overcome accidents in Indonesia to successful the implementation of occupational safety and health. Based on more than two decades of empirical experience and literature review, in addition to management commitment as mentioned above, other variables that play an important role are OSH culture and work environment in the successful implementation of occupational safety and health.

The purpose of this study is to analyze the effect of management commitment, OSH culture and work environment on success of occupational safety and health.

METHODOLOGY

This research is conducted on oil and gas mining workers who have high work risk in Riau Province. Chevron is one of the largest oil and gas producers in Indonesia. One of the areas of operation is in Riau Province. The company is working with the Indonesian government. Specifically, the survey was conducted purposively on a group of oil and gas miners with a total population of 197 people. The current study adopts Slovin random sampling formulate, which is mostly used in state,

$$n = \frac{N}{1 + N(e)^2} = \frac{197}{1 + 197(0.05)^2} = 131,99 = 132$$

n = sample size

N = population size

e = error

In order to verify its relevance, a pilot study is conducted resulting in a cronbach alpha of 0.93 to 0.97 att the acceptable threshold. The final questionnaire ia administered to 132 respondent across the mining workers in Riau Province Indonesia.

The parameter estimation method used is multiple regression and hypothesis tested by t test.

$$\hat{Y} = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Y : occupational safety and health (OSH)

X_1 : management commitment

X_2 : OSH culture

X_3 : work environment

With the equation model above, the research hypothesis can be expressed as follows

1. H1 : $b_1 > 0$ management commitment has a positive effect on occupational safety and health.
2. H2 : $b_2 > 0$ OSH culture has a positive effect on occupational safety and health.
3. H3 : $b_3 > 0$ work environment has a positive effect on occupational safety and health.

RESULTS AND DISCUSSIONS

One important part that wanted to be analyzed in this research is management commitment. Of the 17 indicators built, it can be seen that management is obliged to explain the decisions and actions that leaders make for the working group. This indicator has the strongest influence, that is 80.1 percent. The second indicator is to use the advice of your work group to make decisions that will affect your working group. This is very positive, where both parties between management and employees have good communication, so the real problem faced by employees in the field can be an input for management in the implementation of OSH. With such input, the management also has an obligation to explain the purpose of the company's rules to the working group. This indicator is able to give effect of 77.9 percent.

One important and powerful indicator is management's commitment by setting an example. This indicator has a strong influence, namely 77.3 percent. Exemplary management will be reflected from the presence of management and sincerity of management in implementing OSH well. In addition, preparing time to discuss the focus of the working group gradually also gave a strong influence, ie 77.3 percent. The results of research on management commitment are shown in Table 1.

Table 1
Indicators in Management Commitment in OSH Implementation

<i>No</i>	<i>Indicator</i>	<i>BigIts influence (%)</i>	<i>Category</i>
1	Describes the decisions and actions that leaders make for the working group	80.1	Very strong
2	Use the advice of your work group to make decisions that will affect the working group.	78.9	Strong
3	Describe the purpose of company rules for workgroups	77.9	Strong
4	Lead by example	77.3	Strong
5	Prepare the time to discuss the focus of the working group in stages	77.3	Strong
6	Setting high standards for work with behavior in work	76.7	Strong
7	Teach group members to solve problems in self-employment	75.9	Strong
8	Showing attention to team members who have worked well	70.5	Strong
9	Paying attention to the work effort undertaken by the working group	69.6	Strong
10	Help your work group to focus on the work group objectives.	69.3	Strong
11	Listen to ideas and suggestions from workgroups	68.9	Strong
12	Realize which work areas need more training	66.3	Strong
13	Describe how your work group can contribute to the company.	65.3	Strong
14	Encourage group members to express ideas and suggestions	65	Strong
15	Describes the rules and expectations of expectations for the working group	63.1	Strong
16	Setting that good example is with the behavior it shows	55.8	Medium
17	Shows attention to the success of work group members.	37.9	Weak

In addition, setting high standards for work with behavior in work is also required. With high standards, the management wants a high level of safety. This indicator has an effect of 76.7 percent on the success of Management Commitment. Teaching group members to solve problems in self-employment is also indispensable, because when in the field, employees and members of the group who are involved directly deal with the risks that can occur. From the overall indicator, it appears that

attention to the success of working group members shows the lowest impact. This needs attention from management, in order to also pay attention to the psychological aspects of handling OSH.

The functional relationship between Management Commitment (X_1) and OSH (X_2) culture and OSH (X_3) climate together with OSH (Y) behavior was calculated using multiple regression analysis techniques as given in Table 2.

Table 2
Functional Relation Table Variable X_1 , X_2 and X_3 with Y

<i>Model</i>	<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	<i>T</i>	<i>Sig.</i>
	<i>B</i>	<i>Std. Error</i>	<i>Beta</i>		
1 (Constant)	-3.619	4.863		-.744	.458
Management Commitment	.077	.034	.124	2.249	.026
OSH Culture	.141	.068	.156	2.066	.041
Work environment	.364	.033	.716	11.073	.000

a. Dependent Variable: OSH (occupational safety and health)

The Multiple regression equation is $\hat{Y} = -3,619 + 0,077 X_1 + 0,141 X_2 + 0,364 X_3$.

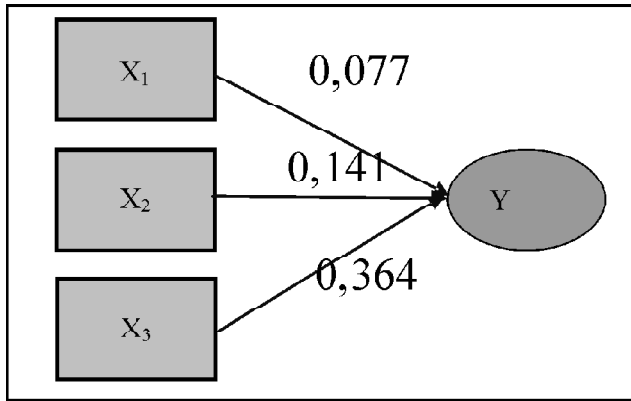


Figure 2: The Effect of Management Commitment, OSH Culture and Work environment on Occupational Safety and Health

- Y : Occupational Safety and Health
- X₁ : Management Commitment
- X₂ : OSH Culture
- X₃ : Work environment

This figure reflects a very low value if the company does not have Management Commitment and also the OSH culture does not exist, then the behavior of OSH is bad and even reflects the negative number. By considering the regression coefficient above, it can be seen that the regression coefficient b1 is 0.077, that is, the OSH's management has a positive influence on the behavior of OSH. If Management Commitment is improved, then the behavior of OSH will increase by 0.077 score units. The regression coefficient b2, of 0.141 indicates that OSH culture has a positive influence on Occupational Safety and Health. If the culture of OSH increases one unit score, then the behavior of OSH will increase by 0.141 score unit. Similarly, the regression coefficient b3, ie equal to 0.364 means, the culture of OSH has a positive influence on the behavior of OSH. If the culture of OSH increases one unit score, then the behavior of OSH will increase by 0.364 unit score.

The results of research on the influence of commitment management, OSH culture and work

environment on occupational safety and health can also be stated in the following figure.

By comparing the three independent variables, it can be seen that the management commitment (X1) is still relatively low. This is one of the key success factors in OSH implementation. The results showed that Work environment, has the greatest influence compared to the other two independent variables. This has implications for the importance of creating a conducive climate and health and safety environment.

The result of hypothesis testing shows that all the independent variable, both management commitment, OSH culture and work environment have significant influence on health and safety behavior. This is reflected in the larger statistical t value of the t table value (1,978) or of the significance value of the alpha test smaller than 0.05.

From the value of determination coefficient of 0.975, it can be stated, as much as 97.5% of occupational safety and health diversity can be explained by independent variables, management commitment, osh culture and work environment together. In other words, management commitment, OSH culture and work environment have a positive effect on occupational safety and health.

CONCLUSIONS AND FUTURE RESEARCH

In order to build a management commitment in the success of OSH implementation, important indicators need to be developed is to explain the leadership decisions and actions for the working group, using the advice of the working group, to explain the objectives of the company's rules for the working group, to model, to discuss the focus of the work group in stages, set high standards for work with its behavior in work, teach group members to solve problems in self-employment and show attention to team members who have worked well.

The results showed that the management of OSH (X1) has not been well run, especially the management commitment while this is one of the keys to success in the implementation of OSH. Work environment was found having the greatest influence compared to the other two independent variables. This has implications for the importance in creating a conducive climate, health and

safety environment. The results of hypothesis testing shows that all independent variable, both Management Commitment, OSH culture and Work environment have positive and significant influence toward Health and Safety Behavior. A suggestion for future research is how to create a strong management commitment, in addressing the risks of work accidents. In addition, it is also advisable to make it to manufacturing companies in Indonesia.

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