

Determinants of the Behavior of Hotel Employees on the Use of Personal Protective Equipment (PPE) at Simalungun City Hotel

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ABSTRACT

The use of Personal Protective Equipment (PPE) is the final stage of the hazard control method. However, the use of PPE will be very important if the technical and administrative controls that have been carried out optimally before still have a relatively high hazard potential. The benefits of using PPE while working are enormous in preventing work accidents, but in reality there are still many workers who do not use PPE properly and in accordance with the potential hazards while working At Simalungun City Hotel in 2022, the number of employees using PPE was only 14 employees (16.7%) This type of research is an analytic research using a *cross sectional design*. The number of samples used were all Simalungun City Hotel employees, namely 84 people. The results showed that 70 employees (83.3%) did not use PPE, 64 employees had low education, 74 employees (88.1%) had a new working period, 56 employees (66.7%) have good knowledge, 26 employees (31%) have sufficient PPE availability. Suggestions from this study are to increase worker awareness regarding the use of PPE, potential hazards in the workplace and awareness of the importance of maintaining safety and health at work. In addition, companies are expected to tighten supervision on the use of PPE and provide rewards or punishments related to the use of PPE at work.

Keywords:

Behavioral, Determinants, Personal Protective Equipment

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1. INTRODUCTION

Occupational safety and health is one aspect of labor protection regulated in Law Number 13 of 2003. By implementing occupational safety and health control technology, it is hoped that the workforce will achieve physical endurance, work power and a high level of health. Besides that, occupational safety and health can be expected to create high work comfort and safety. So, the elements in occupational health and safety are not fixated on physical factors but also mental, emotional and psychological [1].

Occupational health is a specialization in health sciences that aims to ensure that workers/workers obtain the highest degree of health, both physical, mental and social, with preventive and curative efforts, against diseases and health problems caused by work factors. and work environment, as well as against common diseases [8]

The role of occupational health and safety in occupational health sciences contributes to efforts to protect the health of workers in efforts to promote health, monitor and monitor health as well as efforts to increase the body's strength and fitness of workers. While the role of safety is to create a work system that is safe or has a low potential risk of accidents and protects company assets from possible loss [1].

In Indonesia alone, it was reported that during the last 5 (five) years cases of work accidents have increased. Of the 96,314 cases of work accidents in 2009, it increased to 103,285 cases of work accidents in 2013. BPJS Ketenagakerjaan, which was originally known as PT Jamsostek, noted that in Indonesia no less than 9 people died due to accidents at work every day where the death rate as a result of work in England as a comparison, it only reached 2 people per day. Meanwhile, in 2015, the number of work accidents increased to 105,102 cases, where there were 2,375 cases of serious accidents resulting in death from the total number of work accidents [4].

Hazards in the work environment, whether physical, biological or chemical, need to be controlled in such a way as to create a healthy, safe and comfortable work environment. Various methods of control can be carried out to overcome work environment hazards, but technical control of the source of the hazard itself is considered the most effective and is the recommended first alternative, while the use of Personal Protective Equipment (PPE) is the last option [7]

Simalungun City Hotel is one of the five-star hotels in Simalungun Regency, with a fairly rapid development, most of the employees at this hotel have a fairly heavy workload. However, the use of PPE for hotel employees is very minimal. Almost never employees at Simalungun City Hotel use PPE at work. After conducting a brief interview with one of the employees at Simalungun City Hotel, the factors causing the minimum use of PPE are the lack of knowledge about PPE and the lack of availability of PPE from the hotel.

Formulation of the problem

Based on the description above, it is known that the behavior of using PPE among hotel employees is still not optimal, so the researchers formulate the problem in this study, how is the determinant of hotel employee behavior towards the use of personal protective equipment at Simalungun City Hotel in 2022?

2. METHOD

Research design

This research is analytic in nature with a cross sectional approach. With each research subject being observed only once and measurements being made of the character status or subject variables at the time of the examiner [10]

Place and time of research

This research was conducted at Simalungun City Hotel, Simalungun Regency in August 2022

Population and Sample

- a. The population of this study were hotel employees at Simalungun City Hotel, Simalungun Regency, totaling 84 people
- b. The sample of this research was the entire population which was used as a sample (total sampling) of 84 people

Data collection

The data in this study consisted of one type, namely primary data. In collecting primary data, it was obtained from the results of answers to questionnaires that had been filled in by respondents and observation sheets filled in by researchers.

3. RESULTS AND DISCUSSION

PPE Usage Behavior of Hotel Employees at Simalungun City Hotel in 2022

According to the Occupational Safety and Health Administration (OSHA) Personal Protective Equipment (PPE) is a tool used to protect workers from injury or illness caused by contact with hazards in the workplace, whether chemical, biological, radiation, physical, electrical, mechanics and others. In the accident control hierarchy, the use of PPE is the last resort if the initial stages of control cannot be carried out optimally.

Behavior is a function of the interaction between an individual and their environment, which means that both directly determine behavior [11]. A person's behavior is determined by many factors. Therefore it is necessary to carry out careful research regarding which factors are dominant in influencing this behavior.

The results of research conducted at the Simalungun City Hotel in 2022 showed that 70 respondents (83.3%) did not use PPE, more than the respondents used PPE with 14 respondents (16.7%) PPE in this study was used based on the potential hazards of their work which included Mask, *Ear Plug*, *Safety Glasses*, *Apron*, *Safety Shoes* and *Gloves*.

From these results it can be seen that workers' concern for the safety and health of workers while working is still very low. There are many hazards in the workplace that can endanger the safety and health of workers at any time. If the workers themselves are not aware of these conditions and do not prevent them by using PPE, it can cause accidents or work-related illnesses.

Based on the results of observations made of the six PPE that must be worn in the Metalforming Department, safety glasses and ear plugs are the PPE that is rarely used. This happens due to several factors, one of which is the convenience factor. Apart from the convenience factor, another factor that causes the high number of workers who do not use PPE is the attitude of workers towards PPE. Attitude is not yet an action, but affects the occurrence of behavior. Regarding the use of PPE, attitude formation occurs through several stages, namely first accepting that the use of PPE is a must, then responding to the use of PPE by taking preventive actions, after that respecting opinions regarding the use of PPE as an effort to maintain safety at work so that workers are responsible if they experience accidents due to not using PPE [3].

Overview of Employee Education Levels at Simalungun City Hotel in 2022

Based on research conducted on workers at Simalungun City Hotel, it was found that 64 employees (76.2%) had low education (SMA/SMK) and 20 employees (23.8%) had higher education (D3, S1/equivalent). Employees who have a low level of education and do not use PPE are more, namely 55 employees (78.6%), than employees who have higher education and do not use PPE, namely 15 employees (21.4%). carried out by educators to educational goals in order to achieve changes in behavior. Someone with a high formal educational background will have a high level of knowledge and reasoning as well as diverse perceptions regarding something compared to someone with a low formal educational background. In addition, education can also affect the way a person thinks at work [6]

In this study, the majority of workers graduated from SMK/equivalent and they received special education related to aircraft manufacturing before starting work for a certain period. SMK/equivalent education is the minimum requirement that the company proposes to its workers. The high number of workers who do not use PPE occurs because the majority of workers have a low formal educational background.

Overview of Employee Tenure at Simalungun City Hotel in 2022

Based on research conducted on workers at Simalungun City Hotel, it was found that 74 employees (8.1%) had a new working period (≤ 2 years) and 10 employees (11.9%) had a long working period (> 2 years). Employees with a new working period and did not use PPE were more, namely 66 employees (94.3%), compared to employees with a long working period and did not use PPE, namely 4 employees (5.7%).

Increasing a person's working period will affect the quantity and quality of his work. The longer someone works, the more careful they will be at work because they already understand the risks of working if they are not careful. One's experience at work can be obtained based on one's working period, the longer one works, the more experience one will gain.

Workers with long service tenure (>2 years) have more experience than new workers with 2 years of service. Workers with a lot of experience will pay more attention to their every action, including maintaining their own safety while working. The bad experience of having an accident at work or seeing other workers get injured as a result of not using PPE at work will affect a person's work behavior.

Overview of PPE Availability at Simalungun City Hotel in 2022

Based on research conducted on workers at Simalungun City Hotel, it was found that 58 employees (69%) had insufficient PPE and 26 employees (31%) had sufficient PPE. Employees with sufficient PPE and not using PPE are less, namely 12 employees (17.1%) than employees with insufficient PPE and not using PPE, namely 58 employees (82.9%).

According to Law no. 1 of 1970 article 14 point c states that Managers (Employers) are required to provide free of charge all the required Personal Protective Equipment (PPE) for the workforce under their leadership. This is also similar to PERMENAKERTRANS No.8/MEN/VII/2010 in article 2 paragraph 1 which states that employers are required to provide PPE for workers/laborers in the workplace.

Overview of Employee Knowledge at Simalungun City Hotel in 2022

Based on research conducted on workers at Simalungun City Hotel it is known that 66 workers (78.6%) have never attended PPE training and 18 workers (21.4%) have attended PPE training Workers who have attended training and do not use PPE more, namely 10 workers (14.3%), of the workers who had attended training and used PPE, namely 8 workers (57.1%).

Training is all activities designed to help improve workers acquire knowledge, skills and improve attitudes, behaviors needed to carry out work properly which is now their responsibility so that organizational goals can be achieved [11].

Judging from the large number of employees who have never participated in PPE training, the company should conduct training on PPE and the company also requires workers to attend general training every year at the start of work and special training on the use of PPE every year.

Overview of Employee Knowledge at Simalungun City Hotel in 2022

Based on research conducted on workers at Simalungun City Hotel, it was found that 28 employees (33.3%) had bad knowledge regarding PPE and 56 employees (66.7%) had good knowledge regarding PPE. Employees who have good knowledge and do not use PPE are more, namely 44 employees (62.9%), than employees who do, namely 26 employees (37.1%). bad knowledge and do not use PPE, namely 26 employees (37.1%).

Knowledge or cognitive is a very important domain for the formation of one's actions (open behavior). Knowledge that is based on experience and research will better direct someone to behave well, in addition to experience, according to Ann. Mariner environment can also affect the development and behavior of people or groups (Notoatmodjo, 2003).

4. CONCLUSION

From the results of research conducted by Simalungun City Hotel in 2022 concerning the determinants of the behavior of using Personal Protective Equipment (PPE), several conclusions can be drawn as follows:

1. The distribution of PPE usage among employees at Simalungun City Hotel in 2022, namely 70 respondents (83.3%) did not use PPE, more than the respondents who used PPE with 14 respondents (16.7%).
2. There are 2 factors that influence the behavior of using PPE by hotel employees at Simalungun City Hotel, namely predisposing factors (knowledge, education, years of service) and supporting factors (availability of PPE, training).
3. The distribution of PPE use behavior among workers at Simalungun City Hotel in 2022, namely 64 employees (76.2%) with low education (SMA/SMK) and 20 employees (23.8%) with high education (D3, S1/equivalent). 74 employees (88.1%) have new service tenure (≤ 2 years) and 10 employees (11.9%) have long tenure (> 2 years). 27 employees (32%) had poor knowledge regarding PPE and 56 employees (66.7%) had good knowledge regarding PPE.
4. The distribution of PPE use behavior among employees at Simalungun City Hotel, namely 58 employees (69%) had insufficient PPE and 26 employees (31%) had sufficient PPE. 66 employees (78.6%) have never attended special PPE training and 18 employees (21.4%) have attended special PPE training.

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