

RISK MANAGEMENT ANALYSIS TO IMPROVE EMPLOYEE PERFORMANCE AT PT SOLUSI BANGUN INDONESIA TBK CILACAP-CENTRAL JAVA

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ARTICLE INFO		ABSTRACT
Received:	02-02-2022	Currently, the industry in Indonesia is experiencing very rapid growth. Rapid industrial growth must balance efforts to control the possibility of potential hazards in the workplace. In Indonesia, occupational safety and health have a solid legal basis. All parties must implement them, whether workers, organizations, or other related parties, to protect all parties. One of the efforts made to prevent hazards in the workplace is to improve occupational safety and health standards by implementing hazard identification and risk assessment. The study aims to analyze risk management to improve employee performance. It uses the direct observation method, namely by obtaining data directly from the company, and the literature study method, which gathers information by collecting literacy and reviewing the literature results based on the facts. When the risk is successfully suppressed as small as possible, it can reduce the potential danger posed and provide a sense of security and improve employee performance and productivity working in the company. Risk Management on the employees' performance in PT Solusi Bangun Indonesia Tbk, Cilacap-Central Java, has a substantial and significant influence. It is hoped that further researchers can use the study result as reference material for research related to job satisfaction and information or complementary studies.
Accepted:	12-02-2022	
Published:	20-02-2022	
Keywords:	: Risk management, occupational safety, health standards, performance	

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INTRODUCTION

The rapid progress of industry in Indonesia is a manifestation of the industrialization era. It is marked by the emergence of large factories in Indonesia and more sophisticated machines or installations. The industry's rapid growth without efforts to control the factors and potential hazards in the workplace will cause problems for the company. Issues that can generally include an increase in the number of cases of Occupational Accidents (KAK) and Occupational Diseases (PAK) to harm the workforce and the company and can disrupt the community environment around the company (Tarwaka, 2008).

While various definitions exist for uncertainty in the context of decision-making (Döll & Romero-Lankao, 2017) (Kwakkel, Haasnoot, & Walker, 2016), (Rozah, 2015) and in modeling (Hamilton et al., 2019) (Refsgaard, van der Sluijs, Højberg, & Vanrolleghem, 2007) (Regan et al., 2003) uncertainty is often classified as epistemic and stochastic or ontological uncertainty (Walker et al., 2003). Epistemic uncertainty (caused by limited knowledge) associated with high oil spills, as large-scale oil spills are rare and data related to for example site-specific accident statistics and environmental

conditions/factors are often scarce. However, deterministic models usually rely on past information (historical and statistical data), i.e. requiring large amounts of data for parameterization and a high number of easy parameters compared to available observations. Similarly, ontological uncertainty, which refers to the natural variability inherent in humans and/or natural systems, is high in model input data. However, deterministic models only provide estimates of expected points or values, and do not disclose or evaluate related uncertainties, e.g. assessing oil trajectories in operational oil combat decision making (Li, Cai, Lin, Chen, & Zhang, 2016). Furthermore, complex risks are generally fraught with ambiguity, but ambiguity can also occur in cases where risk is "modest" and uncertainty is low (Aven & Renn, 2010) (Parviainen, Goerlandt, Helle, Haapasaari, & Kuikka, 2021).

The Social Security Administering Agency (BPJS) for Employment noted that Indonesia's number of work accidents has increased. The number of work accidents when referring to BPJS Employment data, in 2018, there have been 157,313 work accident cases. In January – September 2019, the number of work accidents decreased to 130,923 cases. Meanwhile, in 2020 the case increased. From January to October 2020, BPJS Employment Recorded 177,000 Work Accident Cases.

According to (Ruan, Lyu, Gong, Cheng, & Li, 2021) technological advances can threaten occupational health and safety. Minimize the impact of the technology used, and prevention should be done instead of waiting for work-related illnesses or work accidents. This high work accident rate is caused by several factors, one of which is individual factors. It can be seen in developing countries. The country has a problem with the number of work accidents number in Indonesia. One of the industries considered to have the highest number of work accidents is the cement industry

METHODS

In carrying out the Final Project, the author made observations from February 21 to March 21, 2021, regarding the Program, Procedure, and Implementation related to the title encountered in the Final Project. In carrying out data collection activities, the author will need data to support the Final Project to be carried out. Then it is carried out by several methods, including Where the data is obtained from directly the company. Based on this research, the authors get data that will be a data source for making reports. The data obtained is processed by the Literature Study Method, namely by collecting literacy or topics and theories by reviewing the results of the literature based on the facts that appear or are related to the problems that exist within the company, knowing the Standards or Regulations that exist and run in the company. By using this method, the presentation of the data will be more transparent and more detailed.

PT Solusi Bangun Indonesia Tbk runs an integrated cement, ready mix concrete, and aggregate production. The Company operates four cement plants in Narogong (West Java), Cilacap (Central Java), Tuban (East Java), and Lhoknga (Aceh), with a total capacity of 14.8 million tons of cement per year, and employs more than 2,400 people. PT Solusi Bangun Indonesia Tbk Cilacap Central Java also provides various products intended for the community to build houses, places of worship, and other buildings.

RESULTS AND DISCUSSION

In determining risk management, especially emphasizing risks and hazards in the work area, maximum hazard identification is needed to find out the dangers in the workplace as early as possible and assess the risks obtained. After the above two things have been done, the next step is to determine the risk control to reduce the impact of these risks. So the critical role of all employees is needed in this case, the team in charge, namely the OHS team in the company and other supporting elements, to create a safe and comfortable workplace.

Optimize employee performance, and it is necessary to pay attention to the workload of the workers in the company. The influence of the workload can considerably affect employees because when workers have a high workload, there is a substantial risk that the employee must face. Then it can be the effect of stress on workers.

Some opinions indicate that there is an influence and relationship between workload and employee performance. According to (Rolos, Sambul, & Rumawas, 2018) research results, the results obtained that workload has a negative and significant effect on employee performance at PT. Asuransi Jiwasraya Manado City Branch explains that if the workload increases, it will reduce the potential for employee performance, and if, on the contrary, the workload decreases. It will increase the potential for employee performance, with workloads such as target achievement systems, making their own sales brochures, providing guidance and coaching for prospective new agents to reduce the potential for employee performance.

From this, it can be concluded that if an employee gets too much workload, it will significantly affect his focus. It can threaten the safety of workers directly and can reduce the productivity of the employee.

From the discussion results above, Risk Management plays an essential role in the performance produced by employees at PT Solusi Bangun Indonesia. It is necessary to have structured and planned stages in doing a job. In addition, employees can know the procedures and processes that must carry out without reducing working comfort.

An ideal and conducive work environment, both physical and non-physical, will significantly impact employee performance. A safe and healthy work environment can increase morale and will encourage workers to work optimally. So that the process and work results of employees will run well and ultimately affect the improvement of employee performance.

The study results align with previous studies conducted by (Samson, Waiganjo, & Koima, 2015) (Moulana, Sunuharyo, & Utami, 2017) who found that the work environment had a positive and significant effect on employee performance. In addition, when the risk is successfully suppressed as small as possible, it can reduce the impact and provide a sense of security and increase employee performance and productivity working at the company. The situation follows the existing conditions at PT Solusi Bangun Indonesia Tbk Factory in Cilacap-Central Java.

CONCLUSION

Based on the research and discussion conducted, it can conclude that there is a solid and significant influence between Risk Management on employee performance at PT Solusi Bangun Indonesia Tbk Cilacap-Central Java.

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