

RINGKASAN

Penelitian dilakukan di PT. Arga Wastu yang berlokasi di Desa Sanetan, Kecamatan Sluke, Kabupaten Rembang, Provinsi Jawa Tengah, Indonesia. Kegiatan Penambangan di PT. Arga Wastu menggunakan sistem tambang terbuka dengan metode *Quarry*. Jumlah cadangan pada tahun 2017 diperkirakan sekitar 6.064.800 ton dengan rancangan penambangan 300.000 ton per tahun. Pada proses penambangan batu Andesit mulai dari pembongkaran sampai dengan kegiatan pemasaran banyak sekali ditemukan potensi, kondisi, dan tindakan tidak aman yang dilakukan oleh karyawan perusahaan. Kesadaran karyawan untuk melaksanakan budaya Keselamatan dan Kesehatan Kerja (K3) sangat kurang. Hal ini tentunya menjadi penting bagi perusahaan untuk memperhatikan K3 tambang bagi seluruh karyawan.

Evaluasi terhadap penerapan K3 tambang, perusahaan diharapkan dapat meningkatkan produktivitas dan mutu kerja karyawan sehingga visi dan misi perusahaan akan terlaksana dengan baik. Meskipun PT. Arga Wastu belum memiliki Departemen / divisi khusus yang menangani masalah Keselamatan dan Kesehatan Kerja Tambang, namun perusahaan telah menerapkan budaya K3 yang dilaksanakan oleh seluruh karyawan. Seluruh karyawan wajib menggunakan Alat Pelindung Diri (APD) di seluruh area tambang PT. Arga Wastu. APD tersebut meliputi *Safety Helm*, *Safety Shoes*, Kaca mata, *ear plug*, serta sarung tangan. Perusahaan akan menegur bagi karyawan atau tamu perusahaan apabila ada yang lalai dalam menggunakan APD di dalam area tambang. Selain wajib untuk menggunakan APD di area tambang, perusahaan juga memiliki Standar Operasional Prosedur di masing – masing bidang pekerjaan. SOP tersebut dibuat bagi perusahaan agar karyawan saat melaksanakan pekerjaannya memiliki pedoman yang baik dan benar. Dengan adanya SOP, perusahaan dapat menekan angka *human error* yang dapat merugikan karyawan dan perusahaan.

Perlunya Sistem Manajemen yang mengatur masalah K3 ini sudah ada di dalam Peraturan Menteri RI ESDM No. 38 tahun 2014 bab II pasal 3 mengenai penerapan Sistem Manajemen Keselamatan Pertambangan (SMKP) dan secara rinci diatur dalam Keputusan Menteri No 555K/26/M.PE/1995 tentang Pertambangan Umum. Berdasarkan penelitian ini, penerapan K3 tambang di PT. Arga Wastu belum baik karena perusahaan belum memenuhi 7 elemen yang ada di dalam SMKP, serta berdasarkan hasil analisis kuisioner dengan metode regresi berganda menggunakan *software SPSS 19* penerapan K3 tambang memiliki pengaruh sebesar 64% terhadap produktivitas dan mutu kerja.

ABSTRACT

Research conducted at the PT. Arga Wastu, located in the village of Sanetan, district Sluke, Rembang, Central Java Province, Indonesia. Mining activities in PT. Arga Wastu using the system by the method of Open Mining Quarry. The number of reserves in 2017 was estimated at 6,064,800 tons with the draft mining 300,000 tons per year. In the process mining stones ranging from demolition to marketing activities with a lot of potential once found, conditions, and actions are performed not safely by employees of the company. Employee awareness to implement a culture of safety and occupational health (K3) is very less. This is certainly important for companies to pay attention to the K3 mine for all employees.

Evaluation of the implementation of K3, the company is expected to increase the productivity and quality of work of employees so that the vision and mission of the company will be carried out properly. Although PT. Arga Wastu does not yet have a specific Department/Division address the issue of the safety and occupational health of the mine, but the company has been implementing the HSE culture carried out by all employees. All employees are obligated to use Protective Tools Themselves (APD) in the entire mine PT. Arga Wastu. These include Safety Helmets, Safety Shoes, goggles, ear plugs, as well as gloves. The company will be admonished for employees or guests of the company when there is a missing using APD in the area of the mine. In addition to the mandatory use of APD in the area of the mine, the company also has a Standard Operational Procedure in each field of work. The SOP is made for the company so that employees when carrying out her work have guidelines that are good and true. With the SOP, the company can press numbers to human error that could be detrimental to the employee and the company.

The need for a management system which regulates the issue of K3 is already in the ministerial regulation of RI ESDM No. 38 year 2014 chapter II article 3 regarding the application of the safety management system of mining (SMKP) and is regulated in detail in the decision of the Minister No. 555K/26/M.PE/1995 concerning general mining. Based on this research, the implementation of K3 mine PT. Arga Wastu hasn't been good because the company has not met the 7 elements that are in SMKP, and based on the results of the analysis of the questionnaire with multiple regression methods using the software SPSS 19 implementation of K3 mine has influence of 64% to productivity and quality of work.