

Disnaker Supervision in the Implementation of Occupational Safety and Health in The Production Section of PT. Glostar Indonesia 2 Sukabumi District

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ABSTRACT

This study examines the supervision of Occupational Health and Safety (OHS) implementation by the Manpower Office (Disnaker) in the production section of PT Glostar Indonesia 2, Sukabumi District. Using a descriptive qualitative method, data were collected through observations, structured interviews, and documentation involving Disnaker staff, company OHS officers, supervisors, and production workers selected via snowball sampling. The study analyzes four key dimensions: standard setting, activity measurement, deviation analysis, and corrective actions. The findings reveal that both the Manpower Office and the company have implemented OHS supervision based on national regulations, supported by audits, daily inspections, hazard reporting, and participatory internal evaluations. Corrective actions include administrative sanctions, facility improvements, SOP revisions, and safety re-education. These efforts demonstrate a collaborative and adaptive approach to strengthening workplace safety culture. The study recommends enhancing field-based training, implementing digital safety monitoring systems, and promoting cross-sector collaboration to improve OHS outcomes in Indonesia's manufacturing sector.

Keywords: Supervision, Implementation, Occupational Safety and Healthy.

1. INTRODUCTION

Occupational Safety and Health (OSH) is a crucial aspect that must be implemented in various industrial sectors, including manufacturing, construction, and other sectors. OHS aims to protect workers from potential hazards in the workplace and create a healthy and efficient work environment. However, occupational accidents and occupational diseases are still a big challenge in Indonesia, especially in high-risk industries such as manufacturing. In the context of the manufacturing industry, the implementation of OHS is crucial given the high occupational risks posed by machinery, chemicals, and high work pressure.

As a form of legal protection for workers, the Indonesian government has established a number of regulations governing the implementation of OSH in the workplace. Law Number 1 Year 1970 on Occupational Safety is the main legal basis for the implementation of OHS, which emphasizes the obligation of employers to ensure the safety of the workforce through the provision of personal protective equipment (PPE), safety training, and supervision of potential work hazards. In addition, Law Number 13 Year 2003 on Manpower also regulates workers' rights to occupational safety and health protection as part of welfare guarantees in the workplace.

The government through the Ministry of Manpower also strengthens the implementation of OHS through Government Regulation No. 50/2012 on the Implementation of Occupational Safety and Health Management Systems (SMK3), which requires every company with more than 100 workers or with high potential hazards to implement SMK3 in

a structured manner. Supervision of the implementation of this regulation is the responsibility of the Manpower Office (Disnaker), which carries out the function of labor inspection as stipulated in Minister of Manpower Regulation Number 33 of 2016 concerning Manpower Inspection Procedures.

Based on the regulation, the Manpower Office has the authority to conduct inspections, guidance, and law enforcement against labor violations, including K3 aspects. This supervisory function is an important instrument in ensuring that companies actually comply with legal provisions and maintain labor safety.

However, although the legal framework is in place, the implementation of OHS supervision in the field still faces various challenges. According to data from BPJS Ketenagakerjaan, in 2021 there were 119,563 cases of work accidents, which increased to 137,453 cases in 2022, and 145,763 cases in 2023. This figure shows that although the government and the private sector have made efforts to reduce the number of work accidents, effective implementation of OSH in the field still faces various obstacles.

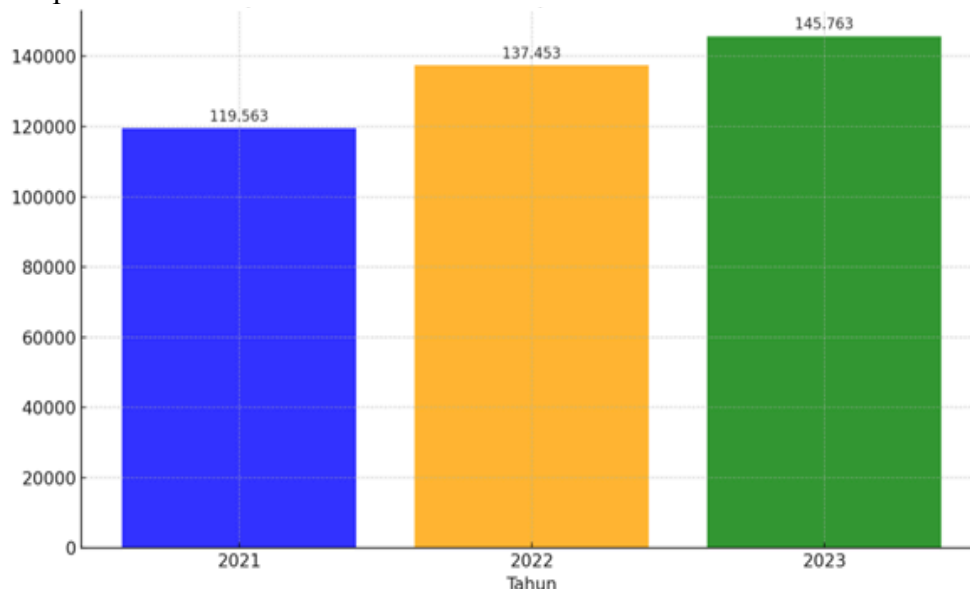


Figure 1. Graph of Work Accident Cases in Indonesia

Source: BPJS Employment

The same picture is also seen at the provincial level, especially in West Java, including Sukabumi. Based on the data presented in the Graph of Work Accident Cases in West Java (2022-2023), the number of work accidents has increased significantly, from 44,570 cases in 2022 to 60,858 cases in 2023. This means there is a jump of almost 50% in one year.

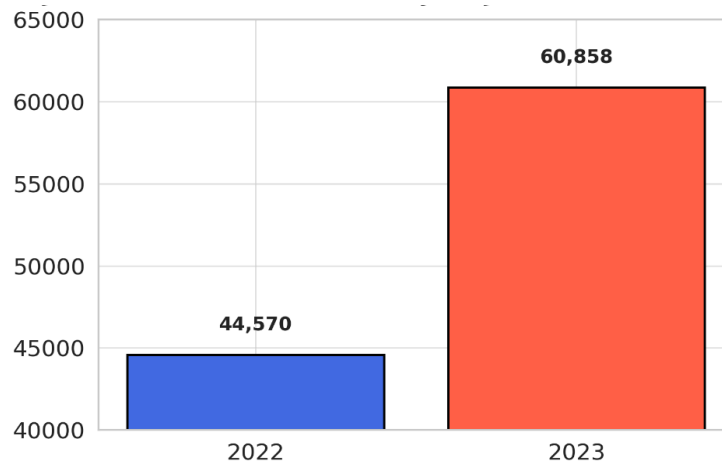


Figure 2. Graph of Work Accident Cases in West Java (2022-2023)

Source: radarsukabumi.com

Although a comprehensive legal framework for Occupational Health and Safety (OHS) exists in Indonesia, its implementation in the field still faces numerous challenges. One of the most pressing issues is the high number of workplace accidents, despite companies having formal OHS management systems in place. To date, there has been no research that systematically evaluates the role of the Department of Manpower (Disnaker) in supervising OHS implementation within industrial settings. Previous studies have primarily focused on internal company practices, with limited attention to how external government oversight particularly from the Manpower Office contributes to compliance and safety outcomes. In response to this research gap, this study aims to analyze how the Sukabumi District Manpower Office performs its supervisory function regarding the implementation of OHS in the production section of PT Glostar Indonesia 2. The analysis focuses on four key dimensions: standard setting, activity measurement, comparison with regulatory standards, and corrective actions.

The results of the initial observation of the research found the phenomenon of the problem that there are still many numbers of work accidents in the production section of PT Glostar Indonesia 2 can be seen in the table below.

Table 1. Accident-Incident Report 2024

Type of Accident	Accident-Incident 2024			Total Cases
	January-Apr il	May-Augus t	Sept-Dec	
Injured Production Aids	6	7	9	22
Injured Production Machines	5	8	6	19
Glue on skin or nails	9	17	23	38
Total	20	32	38	79

Source: SEA/HSE 2024 PT Glostar Indonesia 2

Based on observations in the production department of PT Glostar Indonesia 2, it shows that during 2024, there were 384 cases of work accidents, most of which occurred in the production department. The main causes of these accidents were unsafe actions and unsafe working conditions, such as the use of machines without protection, slippery floors, and lack

of direct supervision during operations. This condition indicates a gap between the OHS standards regulated by the Manpower Office and the factual implementation in the company, which should be minimized through intensive, systematic and collaborative supervision. Effective supervision is not only repressive, but also educative, encouraging companies to continuously improve safety culture.

Thus, the researcher considers it important to examine more deeply how the Sukabumi District Manpower Office carries out its supervisory function on the implementation of OHS at PT Glostar Indonesia 2, especially in the production section, in order to determine the extent to which the effectiveness of supervision has been carried out and identify obstacles and opportunities for future improvement. Based on this urgency, this study is entitled: "Supervision of the Manpower Office in the Implementation of Occupational Safety and Health (OHS) in the Production Section of PT Glostar Indonesia 2, Sukabumi Regency". The purpose of this study is to determine and analyze the supervision carried out by the Manpower Office in the implementation of Occupational Safety and Health (K3) in the production section of PT Glostar Indonesia 2 Sukabumi Regency.

According to Amelia et al., (2022), supervision is a very important management function, because without supervision, a job cannot be considered successful, even though it has been carried out properly. Meanwhile, Syahputri & Adi (2020) states that supervision is basically a method used by an organization to ensure effective and efficient performance and support the achievement of the organization's vision and mission. Trisusilowaty et al., (2019) explains that supervision is carried out by superiors on tasks that are the responsibility of their subordinates. This supervision is referred to as vertical or formal supervision, because it is carried out by parties who have authority.

Heinrich et al. (1980) , a pioneer in the field of occupational safety, put forward a classic theory regarding the causes of work accidents known as the "Domino Theory" or the Five Sequence Theory of Accidents. In his theory, Heinrich states that work accidents occur due to a series of interrelated causes. The five sequences are:

1. Heredity and Social Environment
It is the root cause that shapes a person's character or behavior that can trigger unsafe acts.
2. Human Error (*Unsafe Act*)
Actions or negligence of workers that are not in accordance with procedures and can trigger accidents, for example not using PPE or operating machinery without training.
3. Unsafe Working Condition
A dangerous work environment factor such as unprotected machinery, poor lighting, or slippery floors.
4. Accidents
Occur due to unsafe acts and conditions that are not prevented. Accidents may result in injury, harm, or equipment damage.
5. Consequence (Injury or Damage)
It is the real impact of an accident such as minor injuries, serious injuries, even death or material loss.

2. METHODS

This study uses a descriptive qualitative method that aims to describe and analyze the implementation of Manpower supervision of the application of Occupational Safety and Health (K3) in the production section of PT Glostar Indonesia 2 Sukabumi Regency (Abdussamad, 2021) . Data were collected through direct observation, structured interviews, and documentation, where the researcher acted as the main instrument in interpreting the information obtained. This study uses indicators developed from the function of supervision of the Manpower Office, including setting standards for the implementation of OHS, measuring the implementation of activities, comparing implementation with standards and analyzing deviations, and taking corrective action. The research unit of analysis is the supervisory staff of the Manpower Office involved in OHS supervision, with the main informants consisting of Manpower Office staff, company OHS staff, supervisors, and production operators. The selection of informants was carried out using snowball sampling technique based on the criteria of understanding, experience, and involvement in the implementation and supervision of OHS. Data validation was carried out through source and technique triangulation techniques, namely by comparing data from observations, interviews, and documentation to ensure the validity of information (Hasan, 2024) . Data analysis was carried out through three main stages, namely data reduction to simplify and select relevant data, systematic data presentation in narrative form, and conclusion drawing and verification by identifying patterns and relationships as answers to research problems (Sugiyono, 2022) .

This study employs a descriptive qualitative method, aiming to describe and analyze the implementation of OHS supervision by the Manpower Office in the production section of PT Glostar Indonesia 2, Sukabumi District. Data collection techniques include direct observation, structured interviews, and document analysis. The researcher acted as the main instrument in interpreting and synthesizing the collected data (Abdussamad, 2021). The selection of informants was conducted using a snowball sampling technique. This method was chosen because the population involved in OHS supervision is not easily identifiable or formally listed. Initial key informants such as safety officers or inspectors referred the researcher to other relevant individuals with direct experience and knowledge, thereby expanding the sample organically and ensuring data relevance and depth.

The research was conducted on-site at PT Glostar Indonesia 2, Sukabumi District, over a four-month period from February to May 2024. During this period, multiple rounds of observations, interviews, and document reviews were conducted to ensure comprehensive coverage of the research subject (Hasan, 2024). To ensure the reliability and validity of the findings, this study employed triangulation of sources and methods. Data were cross-checked through:

1. Source triangulation: comparing perspectives from different types of informants, such as Manpower Office staff, company OHS officers, supervisors, and production operators.
2. Method triangulation: utilizing interviews, observations, and documentation to confirm consistency and credibility of data.

The analysis was structured using supervisory indicators based on the functional components of government oversight, particularly as outlined in labor inspection regulations. These indicators guided data collection and interpretation, as summarized in the table below:

Table 1. Supervisory Indicators Used in the Analysis of OHS Implementation at PT Glostar Indonesia 2

Supervisory Indicator	Analytical Focus
Standard Setting (Planning)	Alignment of company OHS standards with national regulations and Disnaker guidelines
Activity Measurement	Tools and frequency of OHS monitoring (e.g., audits, checklists, reports)
Comparison and Deviation Analysis	Assessment of compliance and handling of violations
Corrective Actions	Responses to deviations, including administrative actions and facility improvements

Data analysis followed the interactive model proposed by Miles and Huberman, involving data reduction, data display, and conclusion drawing/verification. Patterns, themes, and relationships were identified to answer the research questions and address the study objectives (Sugiyono, 2022).

3. RESULTS AND DISCUSSIONS

Setting Implementation Standards (Planning)

The results showed that the establishment of OHS implementation standards at PT Glostar Indonesia 2 has been carried out systematically through the preparation of SOPs, annual OHS work programs, and other official documents in line with laws and regulations. The Manpower Office plays an active role as a supervisor to ensure that all OHS provisions are carried out by the company, although technical determinations remain the responsibility of the company. At the company level, the preparation of OHS planning involves cross-departments as well as external inputs such as OHS consultants. OHS standards are not only in the form of documents, but also implemented in daily work practices, such as the use of PPE, routine training, and direct education to workers, especially at the beginning of work.

The completeness of the OHS plan is routinely verified through Manpower inspections, while at the operational level, supervisors ensure consistent implementation of the OHS SOPs. The company also provides adequate facilities and PPE to support the implementation of the safety plan. Management involvement in the preparation of SOPs and the setting of safety targets is active and serves as an indicator of performance evaluation, although at the operator level the socialization of targets is more based on work culture and routine directives.

Overall, these results confirm that the establishment of OHS implementation standards at PT Glostar Indonesia 2 has fulfilled formal, operational, and educational aspects, with regular supervision from the Manpower Office and active involvement of all company elements. This implementation is in accordance with national regulations, including Permenaker No. 5 of 2021, Permenaker No. 33 of 2016, and Law No. 1 of 1970 concerning Occupational Safety.

Determination of Activity Implementation Measurement

The implementation of measurement of OHS activities at PT Glostar Indonesia 2 is carried out systematically and adaptively, both by the Manpower Office and by the internal company. The Manpower Office conducts regulation-based supervision through inspection, testing, and investigation in accordance with Permenaker No. 33/2016, and conducts routine audits of at least six companies every month. Meanwhile, companies apply various evaluation methods, such as daily inspection checklists, periodic internal audits, hazard reports, direct observation, and scoring systems to measure OHS compliance and effectiveness.

Internal audits at the company are conducted at least every six months, but light inspections related to PPE, work environment, and potential hazards are conducted daily. Supervision in the production line is also carried out routinely and incidentally, according to the needs and findings in the field. The evaluation process at PT Glostar Indonesia 2 emphasizes not only document compliance, but also corrective and educative actions that are implemented immediately, so that audits become part of learning and strengthening safety culture.

Overall, the OHS implementation measurement system at PT Glostar Indonesia 2 has been effective, proactive, and has a real impact on improving work safety, with implementation referring to regulations such as Permenaker No. 5 of 2021, Permenaker No. 33 of 2016, and Law No. 1 of 1970.

Comparison of Activity Implementation with Standards and Deviation Analysis

The results showed that benchmarking of OHS implementation at PT Glostar Indonesia 2 was carried out consistently by both the Manpower Office and internal company parties. The Manpower Office emphasizes the importance of assessing compliance with legal standards, such as reporting work accidents within 2x24 hours and implementing SOPs. Within the company, evaluation is carried out through checking work procedures, the use of PPE, and documentation, with recording of findings both manually and digitally.

Every deviation, from negligent use of PPE to SOP violations, is systematically recorded and followed up. Handling violations is carried out in stages, starting from educational reprimands, reporting to HSE, to administrative sanctions such as Inspection Notes from Disnaker. In addition, the company regularly conducts internal evaluation meetings that are educative and participatory, so that workers can be actively involved in OHS communication and improvement.

This evaluation approach not only emphasizes the control or correction aspect, but also encourages a collective safety culture. With the involvement of all parties, OHS supervision becomes more effective, balanced between law enforcement and strengthening participation. This process is in accordance with national regulations (Law No. 1 of 1970, Minister of Manpower No. 5 of 2021, and Minister of Manpower No. 33 of 2016), and shows the integration between administrative supervision at the Manpower Office and educational approaches at companies.

Corrective Action Taken

Corrective actions in OHS supervision at PT Glostar Indonesia 2 are carried out in a tiered and responsive manner, involving the Manpower Office and internal companies. The Manpower Office provides Inspection Notes as administrative warnings and

recommendations for improvement that must be followed up by the company. At the internal level, the company takes action against violations with reprimands, re-education, facility repairs, and PPE replacement, depending on the level of urgency and risk.

Every incident or violation is immediately evaluated, and if necessary, the SOP is revised and socialized to all workers. Re-evaluation after correction is an important stage to ensure the effectiveness of improvements and prevent recurrence of violations. This corrective action approach is in line with supervisory theory, which emphasizes the importance of quick reaction, organizational learning, and continuous improvement.

The corrective action strategy at PT Glostar Indonesia 2 refers to national regulations such as Law No. 1 of 1970, Permenaker No. 5 of 2021, Permenaker No. 33 of 2016, and Law No. 13 of 2003. The research findings show that the company and the Manpower Office apply corrections not only administratively, but also educationally and participatively, making the OHS supervision practices in this company more progressive and comprehensive in realizing a safe and compliant work environment.

4. CONCLUSION

The findings of this study indicate that the OHS supervision conducted by the Manpower Office in collaboration with PT Glostar Indonesia 2 has been systematically implemented through four key dimensions: standard setting, activity measurement, deviation analysis, and corrective actions. These components are integrated into both regulatory compliance and practical safety initiatives on the production floor.

To enhance the sustainability and effectiveness of OHS supervision in industrial settings, this study recommends the following policy suggestions:

1. The Manpower Office should strengthen field-based training and mentoring programs to ensure that safety officers and production supervisors are equipped with up-to-date knowledge and practical skills.
2. The implementation of a digital safety monitoring system is strongly encouraged to enable real-time reporting, incident tracking, and data-driven decision-making.
3. Cross-sector collaboration between regulatory bodies, industry practitioners, and OHS experts should be promoted to continuously improve workplace safety culture.

These recommendations aim not only to reduce workplace accidents but also to support a culture of safety that aligns with sustainable and productive industrial practices. Future research may explore comparative supervision models or assess the long-term impact of digital interventions in OHS management.

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