Commitment and Policy of Muhammadiyah University of Jember on The Implementation of An Occupational Health And Safety Management System

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Abstract
The commitment and policy on the implementation of an occupational health and safety management could be seen from availability of commitment included vision, mission, commitment, framework, and work program. The aimed of this research were to explore a commitment and policy of Muhammadiyah University of Jember on the implementation of an occupational health and safety management system. A qualitative case study approach was used as research method. This research was conduct at Muhammadiyah University of Jember which took six informants as sample by unstructured interview. Data were collected by using purposive sampling, the instrument of this research was researcher itself that considered on the unstructured interview guide, and content analysis was used to analyze the data. The result of this research showed that mostly (83.3%) informed that there were no commitment about occupational health and safety, but thus program was very clear, authorities had been declared their commitment on the implementation of an occupational health and safety management system, although it haven't come in as unit or system. Therefore, the socialization has not been performed thoroughly. The implementation of internal quality management system through ISO 9001: 2015 which also following 41 quality standards of Muhammadiyah central board one of them was occupational health and safety as a strong commitment and it could be as the first step in order to make a policy. The hindrance towards unavailability policy was an occupational health and safety hadn't integrated in vision of university, fund allocation, and human resources in the field of occupational health and safety. This research is hoped to be a starting point in being able to meet appropriate standardsin occupational health and safety.
Keywords: Policy, Commitment, Management system, Occupational safety and health

I. INTRODUCTION

As the government's effort to vibrantoccupational safety and health culture in all sectors, especially in the offices including educational institution, leader role asmotivator and finally as policy makers. Some regulations have been setout by government related with occupational safety and health which the purpose to prevents and reduce injuries and illnesses due to work and also to foster health and safety, efficient, and productive workplace. The Government Regulation No.50/2012 about occupational safety and health management system, Law number1 year 1970 concern on health and safety for each employers, theworker's rights to get protection of their safety in work for their welfareand to increase production and productivity. Law No. 13/2003 concerning manpower, included rights, role of development worker and worker position, development of manpower to increase employees' quality and improve protection of employees'and their family compatible with human dignity, PMK No. 48/2016 concerning occupational safety and health management system in the office, etc.

Implementation of occupational health and safety management system in all aspects has purposes to improve an affectivity protection of occupational safety and health that are planned, measurable, structured, and integrated. Prevents and reduce injuries and illnesses due to work involved management, workers/ labors, or labor union, then to build an effective health and safety work place in order to improve productivity (PP No.50/2012).

University as one of the educational institution is demanded quality improvement of all aspects. Nowadays, quality of university, especially a private university became critical issue in learning activities. This phenomenon encourage organization and educational institution to set quality standardization based on the international standard, such as ISO 9001that concerning in management quality, ISO 14001 about environmental management system, and OHSAS 18001 about occupational health and safety management system.

These standards were expectedto enhanced the quality of learning and its' consistency on giving best services and as solution to gain all the management purposes (Sampaio.,Neves, 2012).

Globalization era and educational institution competition demands organizations to adopt management system in order to increase quality of the product and its' process whichconcern on the employee's quality of life

(Simon, et al., 2014). This must be doneabsolutely, so the absorption of graduates will increase, and the most important thing is the improvement of employee's living quality. Taking action to overcome obstacles, educational institution must fix the improvement of management system immediately. Policy is primary necessary and must be filled in order to support the implementation of a management system, because without a formal policy document, institution can't set up the socialization of policy and management system including all the elements, it can'twork as the function. Similarity study of Nunhes et al., (2017) explained that elements and function which have important relativities such as: policy, management responsibility, work instruction, document control and recording, internal communication, and structure also liability. The advantages integration of some elements will improve the work efficiency and service quality. While, the problem which often appear were the complexity of integration process, human source needs, and financial.

University and college as vital community have much people with their knowledge and variety of human resource. Factors such as class schedule, ethical practice in the laboratory, and community services, academic calendar scheduled, changing of population, they were as part of the community function that needs standardization in order to work effective and efficient. Specific characteristic of universities and colleges can inherit susceptibility condition and it can disturb daily livingactivities. Operating safe and secure university for whichever university is important due to gain the institution goal, quality of environment, even life sustainability of human resources.

Among higher education institution likes universities, safe issue have wide concept cover all the aspects, however it often appears without the right responsibility. Diversity within industries, which has unit or specific group to set planning and to face the interference or emergency situation, higher educational institution often ignore safety and health problems. Most of the industries, especially which involved occupation with volatile substance and other substances and occupational hazard, it can be conclude that safety was important element in effective managementsystem. Every university has occupational safety and health program to build safety in environmental university jobs. The main principle of this program was supporting and improving learning activities and internal research through safety and health environmental university promotion, by giving best services and reducing health and safety risks caused work activities or pollution (N. Richard, 2012).

Muhammadiyah University of Jember hadn't mastered yet for occupational health and safety management system, however in one side, standardization quality within the range of ISO 9001: 2015 for quality management, one of them is implementing 5S that is the abbreviation from Seiri (Efficient), Seiton (Neat), Seiso (Clean), Seiketsu (Care) and Shitsuke (Attentive) and also implementation of faculty standard accreditation obtained B from BAN PT and LAM PT Kes. (Accreditation agencies for higher education in Health) which one of the standard is learning facilities and infrastructure which covers facilities maintenance, safety, and health. Intensity and diversity of higher educational activities at Muhammadiyah University of Jember can't be separated from hazard workplace that cause health and safety risks andit have the potential to harm, as an institution has about464employees and 7547 students which focus on learning, research, and community service, it's the right time for Muhammadiyah University of Jember starts setting and implementing an occupational health and safety management system in order to improve university quality concerned to protect all the employees' and students' safety, to build safety and health education learning environments, to prevent risks and hazard , and the last becoming role model on the implementation of management system OHS in university level.

The general purpose of this research was to explore policy and commitment of Muhammadiyah University of Jember on the implementation of occupational health and safety management system. The first specific purpose of this research was to explore the commitment on the implementation of occupational health and safety, second to explore the policy on the implementation of occupational health and safety, and the third purpose was to exploreinternal quality management system of Muhammadiyah central board and ISO 9001: 2015, and the last was to explore the role of occupational health and safety system at University of Muhammadiyah Jember.

II. METHODS

A qualitative was used as research method. This research was conducted at Muhammadiyah University of Jember which took six informants as sample by unstructured interview. Samples were collected by using purposive sampling, which is chosen by considerations and certain purposes in order to ease the researcher on exploring objects or situation that is researched (Sugiyono, 2013). The researcher's considerations were informant's position, work period, and their related work.

The instrument of this research was researcher itself that considered on the unstructured interview guide, where the researcher only focused on the core problem without limitation by categorical certain form, researcher also

determine the kind of questions that will be given for the informants. The interview was done directly through face to face with guideline of open- ended questionnaire. Content analysis was used as one of the efforts to clarify symbols that used systematically in a communication process and then use that symbol to make prediction (Fatchan, 2011). This analysis was used with consideration were the documental data, in the form of observation, recording, and checklist. Through content analysis, researcher want to find out more about policy and commitment related with occupational health and safety at Muhammadiyah University of Jember.

III. RESULTS AND DISCUSSION

A. Commitment on the implementation of an occupational health and safety

Commitment becomes one of the important elementson implementation of an occupational health and safety management system, it often finds a problem such as the lack of awareness, effort and support from the institution it self. These problems is exacerbated by wrong perception about OHS which the implementation of this system distinctively as preventing of injuries and illness caused by work that it will spend a great cost with uncertainty risk.

Addresses the issue, emphasize is put on the concept of OHS in many fields or institutions which goal and target of OHS management system was to build occupational health and safety in the workplace involved management, employees, condition and work environment was integrated on preventing and reducing injuries and illness caused work, and also to build a safe, efficient, and productive workplace (PP No.50, 2012).

However, all authorities declared their commitments in supporting the implementation OHS management system. One of the informant's statements when the researcher asked about commitment and policy was:

"If 100% may be it have not completely yet….we are running the process, although we didn't know which one is right or suitable for standard, but we have commitment that OHS as one of the important thingthat must be noticed especially by chancellors"

Another statement from other informant:

"Insyaallah,in the future, we will complete this OHS, we are very enthusiastic with the maintaining systems and we have commitment to support a new program, because something needs to be done by us"

Three statements above presented that formal policy which written and documented as letter decision by chancellor about OHS in Muhammadiyah University of Jember not implemented yet, however, they have consideration about their commitment to implement OHS, although it was not in the form of unit or system, so socialization holistically has not yet been done completely.

These findings similar to theory stated by Frank Bird (1989) that commitment is willingness or determination to do something that it becomes strong stimulation to achieve the goals. Showing willingness to do something were attitude and action about and occupational health and safety. Management commitment becomes important requirement to achieve success on the implementation of OHS management system, because in the structure of organization a leader who is able to secure voter support all the existing programs. These findings was similarto another study conducted by Abad et al., (2013) explained that the effectively and successful of the implementation of OHS management system was needed management commitment; this factor also reflected the importance of management action in implementation OHS.

B. Occupational Safety and Health Policy

Policy is the essence of all systems which able to deliver spirit and momentum to achieve the success (Ramli, 2013). Policy set out by Ministry of Health in form of standardization OHS in offices as public policy which must be done to support implementing occupational health and safety in offices. Policies had been declared not only as normative government standard in order to give assessment and administrative requirement, moreover government have important role as facilitator at the same time give awareness to civilize OHS in every institution.

Based on research data were collected by six informants at Muhammadiyah University of Jember through unstructured interview, five out six informants stated that occupational health and safety policy had not been set out yet; similarity with statement which quoted from one of the informants:

"It seems I haven't even heard of and haven't had to know about OHS policy, Sis…"

Written policies haven't been set out formally in the form of a chancellor's letters, but orally there was a statement that university is running the process about this policy. And just as statements from some informants, such:

"About the policy….it has already existed orally, but for the implementation still in process, it's like that Mis, …………….."

Similarity statement from other informants:

"There was no written policy, we hadn't yet leaded there, but at least, we already have preparation like extinguisher, although it was not permanent and simple, it hadn't completely yet like written in SOP …"

The statements above showed there was ongoing process, in the form of preventing actions to reduce risks. Related with this condition, the role of entire elements in an organization was very important, because the commitment will become written policy and documented. Policy of OHS as manager's commitment which covers vision and organization goal, commitment and determination in implementing occupational health and safety, framework, and work program (Ramli, 2013).

Standard of OHS OHSAS 18001stated that policy was the first steps in implementing OHS in an institution. This policy covers vision and mission of organization, commitment and determination to implement OHS, framework, and work program. This similar study of Santos *et al.,* (2013) argued that OHSAS 18001 as effective tool to manage and control occupational health and safety risk through structured management system.

Occupational health and safety in workplace needs to be noticed by the chairperson. In addition, management unit must have framework that was used as mechanism to improve OHS in workplace. Organization which adopts OHSAS 18001 showed significant improvement on occupational safety and workforce's productivity (Abad *et al.,* 2013).

Implementation of OHS policy will be faced some problems such as different understanding, financial, human resources, etc. The research which was conducted by Bianchini *et al,.* (2017) explained that occupational health and safety policy will be easier accepted and implemented in big organizations and work environment which has high risk on occupational safety and health, because the researcher assumed that infestation of occupational health and safety in organization with low and medium risk didn't give advantages.

One thing that must be underlined on policy was vision, mission, and commitment. Initiate new system was isn't easy, but commitment becomes power in implementing thus system.

C. Internal quality standards of Government Regulation of Muhammadiyah and ISO 9001
Consistency and learning standards quality on giving the best services becomes its own educational obstacles.The efforts which have been done by central board of Muhammadiyah was implementing 41 internal quality standards, one of them was occupational health and safety. Similarity statement which stated by informant:

"Obviously was the implementation system of internal quality standards, although we had been accepted certificate, but surveillance must be done again, so there was reconsolidation internal quality standards, with following quality standards from central board of Muhammadiyah, we have 41 quality standards, and one of them about occupational safety insurance, for the workers and theirs documents, safety work, and one of them is 5R for safety.

Similar statement about ISO 9001:

"We have been already planned OHS policy because it was input from ISO for next surveillance, it must be filled included OHS so at this time, this year we will make effort"

The statement above showed strong commitment for implementing system of internal quality standard through ISO 9001 and following 41 quality standards of central board of Muhammadiyah, one of them was OHS. Similarities of views and to argue out Permenristekdikti (Minister for Research, Technology, and Higher Education) No. 44/ 2015 Article 31 about national standard for higher education such standard unit included standard of national education, national research, and community service standards.

ISO 9901 and OSHAS 18001 as the same system which used Plan Do Check Action (PDCA) approach; this system was very needed in order to achieve better management system. This similarity with the research conducted by Muzaimi *et al.,* (2016) about integrated management system, stated that PDCA approach could improve efficiency of the implementation management system for better organization management. Integration was important to maintain the organization culture and got profit from the synergy of integrated management system.

Some people assumed that safety standard tend to be subdued by obstacle bureaucracy of management system and it will finds difficulties on monitoring and evaluating the system. It differs between experts and practitioners of OHS practitioners who explained that occupational safety and health is very important for implementing in an organization (Arezez, Miguel, 2003).

Research was conducted by Abad, *et al.,* (2013) stated that implementing occupational health and safety and recognition OHS standards institution has been great benefit during long period. These advantages were achieved by adopt OHS management system which not only concern on safety, but also covering all sectors related human resource.

D. Role of OHS at Muhammadiyah University of Jember

OHS Management system in the construction industry, coal mining sector and companies was commonly referred, while in administrative offices, like higher educational institution, it have become new on implementation of OHS management system. Government program planning to create Indonesia with safety culture in 2015 ago, it made all element of society understanding about the importance of occupational safety and health, although in fact, there was no system which manages OHS yet. Organization of national and international standardization such as ISO 9001, OHSAS 18001, ISO 14001 etc., gave greatest influence on the quality service. However, it was different, there was any correlation directly or not from some elements such system, human resource, information, document, design, product, and customer service. Olivia (2013) stated that direct and indirect correlation will create synergism and will give positive effect for related organization or institution. Another supporting data was the informants' statement about definition and organization's requirement on OHS implementation.

"OHS not only implemented in institution or construction industry, but also including the university....all the workplaces, thus institution must guarantee safety of their worker's, financially in form of assurance or facilities which protect them to work safely".

This statement in line of Government Regulation No.50 year 2012 on K3 management system and Regulation Ministry of Health Republic of Indonesia number 48 year 2016 about offices labor management standards, explicitly to erase the statement that OHS needs in offices hadn't been priority. Another supporting data about the important of implementation K3:

"eee......this system or OHS program is very important, so faculty and Rectorate must have one mission, sorry one vision, so in one vision, it meant that we have same commitment to achieve the goal of OHS, it was the first, so if we have different vision, I'm sure that how this OHS could be improved, I'm sure it was difficult, then secondly was financial support, thus activity can be done if there were financial, weren't it? May be trainings were needed, then next was consultant support or expert in OHS sectors to become consultant standardization, at least with this great university, standard of OHS must be develop, wasn't?...third, that must we build together, if not be started it would be nothing.."

The statement above indicates there was belief that OHS management system would be done. However, if reviewed contextually that statement indicates some problems, such:
1. OHS was not integrated on university vision
2. Financial allocation for OHS program hasn't been set out
3. Human resources in OHS field hasn't been available

Those Informant data stated that OHS program was very important; it strengthened by statements about commitment and field observation data that there were some of the extinguishers, evacuation signs, and emergency stairs. A new problem appeared was how university knows more about the standardization of this OHS program?

Every running programs needs assessment concerning on program standardization, here accreditation institution becomes evaluator teams. Then, commitment of university on standard compatibility which become reference

such as Act, Government Regulation, Regulation of Ministry, and other standards becomes strategic steps for the leaders to set out occupational safety and health policy, which today it was undocumented, unorganized, and the implementation haven't been effective yet.

This condition in line of the research was conducted by Mohammad *et al.,* (2016) explained the important factor that influenced on improving OHS management system was management commitment, workers participation, financial source, training, risk identification, role and responsibilities, communication and socialization of OHS program.

The condition of good working environment and the implementation suitable OHS management system will help institution or organization achieves target and goals and also supports quality of living and improves its performances. Jobstress, conflict, work ability problems, health problems, and others occupational health and safety situation, they were become it's obstacles for an organization if it haven't arrange right away, then it will inhibit employee's welfare and employees' productivity. Based on the government regulation No. 50 year 2012 about occupational health and safety system, the leader must show his commitment on K3 and take responsibility to manage risk and overcome the problems in workplace.

Implementing a new system will face many problems, but it was management authority's obstacles to focus on occupational health and safety from the existing of human source.

This research showed improving human resource, understanding, and leader's commitment related occupational safety and health was important. These referred to improve work quality, innovation, and organization performance. Support from organization as the key factor to help the manager in managing occupational safety and health.

The research conducted by Tappura *et al.,* (2014) entitled was Challenges and Needs for Support in Managing Occupational Health and Safety from Managers Viewpoints stated that the biggest obstacles on implementing OHS management system was point which related working administration, such as working under pressure and there haven't been community changes in workplace rotation, managing worker workload, giving feedback, facilitating collaboration, managing conflict. Understanding, competencies, and human resource leader, and organization support, influenced on successful resolution in order to face the obstacle OHS management system.

IV. CONCLUSION

This research explored commitment and policy on implementation of an occupational health and safety at Muhammadiyah University of Jember. Qualitative analysis in this research was the importance of a management commitment on implementing occupational health and safety management system in educational institution as long it considered as low risk job. As the demand of quality improvement from the entireinstitutions standards, development properly national or international standard such as ISO 9001:2015, OHSAS 18001, LAM PT Kes, and others. Muhammadiyah University of Jember starts to initiate system which set an occupational health and safety. It has been proven by availability of commitment (verbally)from the chair or staff members will support this occupational health and safety implementation. The commitment shows the movement statement where the offices, here academic institution as work place without risk or it not only becomes priority on managing OHS, but also it's incumbent to protect the entire aspects and human resources. Nowadays, role of the management was very important in setting an occupational health and safety policy, included make a safety workplace, so all the employees feel safe, healthy, and comfort to do their activities.

The first steps on arranging this occupational health and safety would not be difficult because Muhammadiyah University of Jember had been strong commitment which supported by some occupational safety and health facilities and the entire units exposed by program on improving management quality through ISO 9001: 2015, one of them was housekeeping, it had reached steps of management review. This point will improve the leader interest and management on OHS management system. We suggested the leader and management to concern with essential framework of OHS management system, primarily the first step on arranging a policy which set out in chancellor's letter. This policy will be socialized and used as occupational health and safety standard that can be inserted simultaneously as strategic tool to improve university performance.

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