

Knowledge, Attitude, Practice of Traffic Police to The Implementation of Culture's Management on Occupational Health and Safety at Palembang's City Resort Police

Dientyah Nur Anggina¹, Putri Rizki Amalia¹

¹ Public Health Department, Medical Faculty, University of Muhammadiyah Palembang
Email : drg.dientdita@gmail.com

Abstract: This study aimed to analyze the relationship of knowledge, attitude and practice of traffic police to the implementation of culture's management on occupational health and safety (OHS) at Palembang's city Resort Police. This was cross sectional study conducted at Palembang's city resort police, South Sumatera. A sample of 65 police at city resort police was selected by simple random sampling. The dependent variable was culture's management on occupational health and safety. The independent variable was knowledge, attitude and practice. Data was collected by a set of questionnaire and bivariate analysis was performed by *chi-square* 76.9% of respondents had a good knowledge on implementing OHS's cultural management 64,6 % of respondents had a good attitude and 70,8% had a good practice on cultural management of OHS. Implementation of health and safety management of cultural given good results 76.4% had implemented OHS's cultural management. The relation between knowledge, attitude and practice to the implementation on OHS's cultural management gave the same result, namely a significant relationship. Knowledge (OR =14,4; 95% CI =3,663-56,907; P = 0,000), attitude (OR = 5,455; 95% CI = 1,723-17267; P = 0,006) and practice (OR = 5,956; 95% CI = 2,080-17,051; p = 0,002) were associated with culture's management on occupational safety and health. Knowledge, attitude and practice were associated with the implementation of culture's management on occupational health and safety.

Keywords: Knowledge, Attitude, Practice, Cultural Management OHS

Introduction

Occupational health and safety (OHS) is inseparable in the employment and human resources systems. In addition to improving the social security and welfare of its workers and can also increase its work productivity (Markkanen, 2004). According to the Ministry of Manpower's data recorded a high employment accident rate in Indonesia and there has been a trend of increasing employment accidents in recent years. In 2018, there were 157.313 cases of work accidents or increased compared to 123.000 cases in 2017 (Yuliandi & Ahman, 2019).

According to Katman (2010), the human resources workforce has an important role to play in developing and advancing a work. A work accident can happen to any person in doing work because a work accident is an unwanted incident or event against a human being, damaging property or loss of a factor in a job. The basic concept of occupational health and safety is unsafe behavior due to lack of worker awareness and unsafe environmental conditions (DEPNAKERTRANS, 2006). According to Suma'mur (1996) states that the high level of safety is in line with the maintenance and use of work equipment. It is also stated by Katman (2010), a factor that can reduce work accidents is the behavior of the use of personal protective equipment which is one of the work equipment that must be used while working.

The main cause of work accidents is that there is still a low awareness of the importance of OHS implementation among the community (Yuliandi & Ahman, 2019). Zuliyanti (2011) also stated that knowledge, attitudes and actions have a significant influence on the implementation of cultural management OHS.

Traffic police are traffic unions tasked with fostering and within the specified limits of authority, conducting traffic functions that include public education activities, law enforcement and identification of motor vehicle drivers, assessment of traffic problems and highway patrols that are between jurisdictions and the Republic of Indonesia. Traffic police often have to be in places that can threaten their health and safety such as noise, hot traffic conditions, traffic jams and the full smoke of vehicles coupled with the need for them to do their job in a static standing position without moving legs for long enough. Traffic police also make daily traffic arrangements, especially during rush hour, from 06:30 to 08:00 a.m. and between 12:00 p.m to 02.00 p.m. This can be a serious threat to his safety and health (Jayanegara, 2007).

Police are a combination of types of work that tend to be inactive and have high levels of stress -such as fighting crime or determining between a person's life and death. About 22 percent of police deaths are caused by heart disease (Grogan, 2012). In addition, according to Pramono (2018), the high stress of traffic police is also obtained from the high risk of work when dealing with the public directly as road users.

Based on preliminary survey results and interviews conducted on 10 traffic police officers, it was found that 7 out of 10 traffic police do not use personal protective equipment, such as not wearing masks, not wearing glasses, and not wearing head gear when on duty in the field. Of the seven police officers, three had respiratory disorders and suffered eye pain after a stint on the ground. How to measure the culture of OHS is not only seen in how many accidents work, but judging by how its workers do a good job. Therefore, it takes OHS culture that is an important role of the company. The benchmark of OHS culture is obtained from organizations, individuals and the work environment (Offshore HSE, 2000). Based on this, we are interested in further researching the relationship of knowledge, attitude and actions of traffic police towards the implementation of occupational safety and health management in Palembang Police.

It was an observational analytic research with cross sectional design. The population in this study were all traffic police in Palembang's city resort police. A sample of 65 police was selected by simple random sampling. Data was collected by a set of questionnaire and bivariate analysis was performed by chi-square.

Methods

This was cross sectional study conducted at Palembang's city resort police, South Sumatera. A sample of 65 police at city resort police was selected by simple random sampling. The dependent variable was culture's management on occupational health and safety. The independent variable was knowledge, attitude and practice. Data was collected by a set of questionnaire and bivariate analysis was performed by *chi-square* 76.9% of respondents had a good knowledge on implementing OHS's cultural management 64,6 % of respondents had a good attitude and 70,8% had a good practice on cultural management of OHS

Result

Implementation of health and safety management of cultural given good results 76.4% had implemented OHS's cultural management. The relation between knowledge, attitude and practice to the implementation on OHS's cultural management gave the same result, namely a significant relationship. Knowledge (OR =14,4; 95% CI =3,663-56,907; p = 0,000), attitude (OR = 5,455; 95% CI = 1,723-17267; p = 0,006) and practice (OR = 5,956; 95% CI = 2,080-

17,051; $p = 0,002$) were associated with culture's management on occupational safety and health.

Discussion

Chi square test results are obtained $p = 0.000$ ($P < 0.05$) and Odds Ratio value = 14,438 (95% CI = 3,663-56,907), this means there was a meaningful relationship between knowledge and the implementation of culture's management on OHS. Respondents who have poor knowledge have a 14.4 times risk not implementing culture's management when compared to respondents with good knowledge. This results were in line with the theory that knowledge is the result of to know something and this occurs after people do sensing a particular object (Notoatmodjo, 2007). According to Isnainingdyah & Hariyono (2016), knowledge is gained through the experience of both own experience and the experience of others. The source of knowledge about OHS is not only obtained from the institution but can also be obtained before he enters the institution.

Motivation can also influence someone to try to be curious about something. The higher the curiosity, the higher the motivation to seek the information, it was seen from the results of the study that the majority of traffic police officers had good knowledge of OHS (76.9%), they knew the use and benefits of PPE and the readiness of traffic police officers in carrying out duties as traffic regulators. The better their knowledge will be the better the implementation of culture's management on OHS in their institution.

However, according to Dewi & Astuti (2017), although the level of knowledge of respondents were high but if there were a feeling of tired due to the routine of doing the OHS program can affect the commitment of employees in implementing the OHS program. The feeling of tired can arise from the length of employee's worktime at the institution.

An attitude is a reaction or response which is still closed from someone to a stimulus or object. Manifestations of that attitude can not be directly seen but can only interpret in advance of closed behavior, the attitude manifestly shows connotations of conformity of responds to certain stimulus which in daily life is an emotional reaction to social stimulus (Notoatmodjo, 2007).

Based on the results of this study using the chi square test obtained $p = 0.006$ ($p < 0.05$) which showed that there was a meaningful relationship between attitude and the implementation of culture's management on OHS at Palembang's Resort Police. The results of the analysis also obtained the Odds Ratio = 5,455 (95% CI = 1,723-17267), this indicated that respondents who have negative attitude have 5,455 times risk not implementing well the culture's management on OHS when compared to respondents who have a positive attitude. 64.6% of respondents' attitudes had good in the implementation of culture's management on OHS so that it can be concluded that the culture policy on OHS could already accepted by the respondent's attitude in the institution. The results of this study were in line with Tumbelaka research (2013) which concluded that there was a relationship between attitude and implementation of the OHS program ($p = 0.036$).

Azwar (2013) stated that attitudes are general evaluations made by humans towards themselves, others, objects or issues. Attitudes can be formed from various factors such as personal experience, culture, other important people, mass media, educational and religious institutions, emotional factors within individuals. Everyone's attitude can be different, this is

because the stimuli received by each individual are not always the same so it can give rise to different perceptions of each individual.

There were still respondents who have a negative attitude towards the implementation of culture's management on OHS in this study may be caused by the respondent not being involved in the implementation of OHS policy. The consequence when workers are not involved in the implementation of OHS policy is that workers consider that performance assessment, evaluation, audit and review of OHS management is unnecessary because it wastes time and can disturb their concentration in work so that they show negative attitudes related to the implementation of culture's management on OHS (Setyowati, 2018).

Based on the results of the study, the majority of traffic police had good practice which was 46 people (70.8%), while the poor practice of 19 people (29.2%). From the statistical test results, the p value of the practice variable was 0.002 so that it can be concluded there was a meaningful relationship between the practice and the implementation of culture's management on OHS. From the statistical test also obtained the value of odds ratio = 5,956 (95% CI = 2,080-17,051) meaning respondents who had poor practice had 5,956 times risk not implementing culture's management on OHS compared to respondents who had good practice.

Still found the traffic police with poor practice in the study is likely due to the lack of understanding aspects and attitudes that tend to be indifferent in practice to participate in the development of the OHS program. For example, in complying with the institution's policy to regularly check health periodically, not always use PPE at work because of inconvenience used in work, and not yet interested in participating at OHS training and work competencies to improve performance and productivity to work. According to Notoatmodjo (2003), attitude is not necessarily automatically realized in an action (overt behavior). To realize the attitude into practice is necessary need support factor or a condition that allows among others facilities such as the availability of PPE and support factors from other parties. The practice of respondents who are not good at using PPE can be influenced by internal (response) and external (stimulus) factors. Internal factor is a factor from within a person in responding to stimulus from his environment such as motivation while external factor or stimulus is an environmental factor both physical and non physical in the form of social, cultural, economic and political (Maulana, 2009).

The use of PPE is asked during research because it is considered very important to prevent the onset of work-related illnesses and work accidents. According to research conducted by Rikmiarif (2012), workers who do not use standard masks can increase the risk of pulmonary function disorders so that it is concluded there is a relationship of the use of respiratory personal protective equipment with vital pulmonary capacity ($p=0.0001$). Traffic police are often in places that threaten safety and health such as the heat and full of vehicle smoke, so the use of PPE is a must-for institutions to notice it (Jayanegara, 2007).

From the results of the study, 76.4% of traffic police have implemented health and safety culture management while at work. Resort Police Institutions are responsible for organizing the implementation of OHS culture by improving the socialization of OHS along with the OHS program implemented, improving educational activities through training, coaching and competence to the police with a more persuasive approach. The police can be invited to play an active role and be fully involved in the development of an effective OHS program. It also can be seen that the knowledge of the respondent is good, his attitude supports the

implementation of the OHS program has given good OHS practice also by respondents. Although a few of respondents need to be educated and understanding through OHS promotion activities or training on the aspects of OHS and its benefits for the police itself during the work so that the implementation of culture's management on OHS is increasing.

Good culture's management on OHS is required in the police for to avoid hazards such as accident hazards (vehicle cars, falls and assaults) that can cause acute and chronic injuries, physical hazards, chemical hazards that can cause cardiovascular and respiration disorders, biology hazard, ergonomic hazard, psychological hazard, organizational hazard (workload, poor relationship with superiors in hierarical system (Mona *et al.*, 2019).

According to Sanberg, *et al.* (2010), police is an unique profession that requires personnel to interact with a wide range of people and often under unpredictable circumstances. Healthy personnel who are properly educated and protected while on the job are better able to perform their duties and serve the community. Police executives must ask a number of questions to ensure that agency policies and practices fully support their employees' safety and well-being.

Conclusions

Based on the results of research that has been conducted in Palembang's City Resort Police can be drawn conclusions namely knowledge, attitude and practice of the police and also the implementation of culture's management on OHS already in the category of good and there was a relationship between knowledge, attitude and practice with the implementation of culture's management on OHS. There are several recommendation from researchers, namely that Resort's City Police institutions should conduct surveillance and monitoring, have a commitment to communicate well between police, train and involve police in the implementation of OHS as well as the use of PPE is a must to avoid hazards that can occur to the police.

References

- Azwar, S. 2013. *Sikap Manusia : Teori dan Pengukurannya*. Yogyakarta : Pustaka Press
- Depnakertrans. 2006. *Undang-Undang Ketenagakerjaan Nomor 12 Tahun 2003*. Yogyakarta: Pustaka Media
- Dewi, TN dan Astuti D. 2017. Hubungan Antara Pengetahuan dan Sikap Karyawan Terhadap Penerapan Program K3 dengan Komitmen Karyawan di PT PLN (Persero) Area Surakarta Tahun 2017. *Prosiding Seminar Nasional Kesehatan Masyarakat*. Solo : UMS Press
- Grogan, M. 2012. 10 Jobs That Can Hurt Your Heart'. diakses 3 Oktober 2020. <http://www.cbsnews.com/media/worked-to-death-10-jobs-that-may-hurt-your-heart/3/>
- Isnainingdyah, N.D & Hariyono, W. 2016. Hubungan Tingkat Pengetahuan, Dukungan Manajemen dengan Penerapan Keselamatan dan Kesehatan Kerja. *Proceeding INEACO*. Solo : UMS Press
- Jayanegara. 2007. *Stres Kerja dan Coping pada Polisi Indonesia*. Jakarta : Fakultas Psikologi Universitas Indonesia
- Katman, T. 2010. *Modul Menerapkan Prosedur Keselamatan Kesehatan Kerja dan Lingkungan Tempat Kerja*. Jakarta : Erlangga.
- Markkanen, P.K. 2004. *Kesehatan dan Keselamatan Kerja di Indonesia (Health and Work Safety in Indonesia)*. Manila-Philippines : International Labour Organization, Subregional Office for South-East Asia and the Pacific.

-
- Maulana. 2009. *Promosi Kesehatan*. Jakarta : EGC
- Mona, G.G., Chimbari, M.J. & Hongoro, C. 2019. A systematic review on occupational hazards, injuries and diseases among police officers worldwide: Policy implications for the South African Police Service. *J Occup Med Toxicol*. 14(2)
- Notoatmodjo. 2003. *Pendidikan dan Perilaku Kesehatan*. Jakarta : PT Rineka Cipta
- Notoatmodjo. 2007. *Perilaku Kesehatan dan Ilmu Perilaku*. Jakarta : PT Rineka Cipta
- Offshore Safety Division of the HSE.2000, *Iklim K3 Measures in Offshore, Chevron UK, Chevron Gulf of Mexico, (Ship Shoal) Eugene Island*. UK : Mobil North Sea and Oryx
- Pramono, N.M. 2018. Faktor-Faktor Yang Berhubungan Dengan Stress Kerja Pada Anggota Polisi Satuan Lalu Lintas Polres Metro Bekasi Kota. *Jurnal Kesehatan Masyarakat*, 6(1).
- Rikmiarif, D. 2012. Hubungan Pemakaian Alat Pelindung Pernapasan Dengan Tingkat Kapasitas Vital Paru. *Unnes Journal of Public Health*, 1(1)
- Sanberg, E. Brito, C., Morrozoff, A.,McFadden, S. 2010. *Guide to Occupational Health and Safety for Law Enforcement Executives*. Washington DC : Police Executive Research Forum
- Setyowati, D. 2018. Hubungan Pengetahuan, Sikap, Pelatihan, Pengawasan Dengan Persepsi Tentang Penerapan SMK3. *Faletehan Health Journal*, 5(1)
- Suma'mur. 1996. *Keselamatan Kerja dan Pencegahan Kecelakaan*. Jakarta : PT Gunung Agung
- Tumbelaka. 2013. Studi Korelasi Antara Sikap Pekerja dengan Penerapan Program K3. *Jurnal Sipil Statik*. 1(5).
- Yuliandi, C.D. & Ahman, E. 2019. Penerapan Kesehatan dan Keselamatan Kerja di Lingkungan Kerja Balai Inseminasi Buatan Lembang. *Manajerial*. 18(2).
- Zuliyanti. 2011 Pengaruh Perilaku Pekerja Terhadap Penerapan Manajemen Keselamatan dan Kesehatan Kerja di Bagian Produksi PT Gold Coin Indonesia Tahun 2010. *Tesis*. Program Studi S2 Ilmu Kesehatan Masyarakat USU : Medan