

ABSTRACT

In this era of massive industry and development, companies often ignoring the safety of their workers. Many companies are only oriented to the profits and success of a project. In Indonesia itself, the government has regulated occupational health and safety which is regulated in the Government Regulation of the Republic of Indonesia Number 50 of 2012.

PT. XYZ is a company engaged in the construction sector, from planning, design, to execution. In its implementation, PT. XYZ tries to implement occupational health and safety management system in its company by providing complete personal protective equipment. The company has also provided first aid kits & fire extinguishers, and has made emergency response procedures in the event of a work accident. Unfortunately at PT. XYZ, work accidents still occur, including the worker's hand being scratched by a grinder, falling material, falling from a height and tripping in the work area.

The main problem of work accidents at PT. XYZ, is the workers do not comply with the company's OHS rules, workers are often indifferent to the potential hazards that exist and still have little information about the hazards that exist in the work area. Based on the root of the problem, a solution was created, namely the design of a Reward and Punishment system to increase worker awareness of K3. To determine the driving factors of work motivation in this study, Herzberg's theory of motivation was used and also using the help of Analytical Hierarchy Process (AHP) tools. In the design process, the Business Process Management method is used. The design specifications for the reward punishment system are made by considering the company's needs statement. In addition, in determining the reward and punishment that will be given must consider the motivational factors selected, namely salary, promotion (promotion) and achievement. In giving rewards, bonuses are given to operators who get the very good and good predicate (salary factor), given additional points on evaluating employee performance (promotional factor), and get the safest operator award for workers with the highest assessment score (achievement factor). With the proposed design, it is hoped that it can increase the awareness of workers towards K3 in the place where they work.

Keywords — Accident, reward and punishment system, Herzberg motivation teory, Business Process Management, Analytical Hierarchy Process (AHP)