THE SUPERVISION ON THE IMPLEMENTATION OF JOB SAFETY ANALYSIS (JSA) AS THE EFFORT IN INCREASING BEHAVIOR BASED SAFETY (BBS) ON HIGH TENSE WORKING UNITS (HVWU) OF PT. PLN (PERSERO) MALANG AREA

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Abstract: JSA (Job Safety Analysis) is a method used to identify work that has potential hazards so this method aims at making corrections before the accident happens. The purpose of Job Safety Analysis (JSA) is to explain the potential hazards that arise during the process of work on the working area and control the potential hazards. The supervision on the implementation of JSA is in accordance with the Company’s SOP (Standard operating Procedure) which is expected to improve the Behavior Based Safety (BBS). Behavior Based Safety (BBS) is a corporate system to change unsafe behavior so that it can educate employees to look for causes of accident-prone behavior. This awakens employees behavior causing the risk of work accident. The observed behavior is documented and discussed in meetings, so that everyone can have a safer environment. The purpose of this study was to evaluate the implementation of Job Safety Analysis method. This research was located in PT. PLN Persero Malang Area. The subject of this research was focused on unit PDKB/High Tense Working Unit (HTWU) of PT. PLN (Persero) Malang Area. The sampling technique used in this research was purposive sampling and snowball sampling. The data collection techniques in this study used observation techniques, interviews, and documentation. The type of this research was descriptive qualitative case study. The results of this study indicate that High Tense Working Unit (HVWU) of PT. PLN (Persero) Malang Area has identified potential hazard periodically by using Job Safety Analysis method. Therefore, PT. PLN (Persero) Malang Area has a way of improving Behavior Based Safety (BBS) using JSA training, dismissal of workers, regulation socialization, implementation of safety awareness program and giving a sanction.

Keywords: Supervision, Safety, Job Safety Analysis (JSA), Behavior Based Safety (BBS).

INTRODUCTION

Indonesian Law Number 13 of 2003 on employment explains the importance of protecting workers' safety and health. The Act is endorsed by Law No. 1 of 1970 concerning occupational safety which explains that the importance of work safety, whether on land, in the soil, on the surface of water, in water and in the air in the territory of the Republic of Indonesia. Referring to Law No. 1 of 1970 on work safety, it can be used as a reference for workers to guarantee their security, avoid the threats and dangers of accidents due to work and work environment. Because it all aims to suppress the potential hazards that can cause the
work accident that comes from various activities or activities in the implementation of operations or also comes from outside the work process (Tarwaka, 2008).

Unsafe acts which is part of worker behavior is the biggest cause of accident threat (Health & Safety Protection, 2011).

According to Henrich's (Health & Safety Protection, 2011) theory, 80% of accidents are caused by unsafe act, 18% by unsafe condition and 2% by other things. Based on the reference it is stated that unsafe behavior is the biggest contributor in the occurrence of accidents. Therefore, to reduce accidents and to improve safety performance it can only be achieved by making an effort to focus on the reduction of unsafe behavior and apply behavior based safety in the workplace and when it is applied by all workers, Safety culture in the workplace will be created (Health & Safety Protection, 2011).

All safety concerns in principle are again the responsibility of the individual employee himself in reacting. Every employee should support and participate in creating a safe working environment for security and safety. This is due to the fact that the company's activities are often associated with technical equipment such as production machines and other instruments.

Based on the observation in the field, PT. PLN (Persero) Distribution East Java Malang Area has the possibility of having very large potential hazards. This is because, business activities are conducted directly related to high-voltage electricity that is distributed to the public. To reduce or eliminate the hazards that can cause accidents in the workplace, the risk management system needs to include activities concerning hazard identification, hazard potential analysis, risk assessment, risk control, and monitoring and evaluation.

From the data obtained concerning the safety issues, it was revealed that in the third quarter of 2015 there is no work accidents either accidental service or general accidents happened at PT. PLN (Persero) Malang Area. Thus, it can be said that State-Owned Enterprises has done things in accordance to the target of becoming "zero accident" company.

As a provider of high-capacity power supply with sophisticated technology and high investment, the company cannot separated itself from the risk of accidents during the company's operational process. PT. PLN (Persero) Malang Area has a working environment which is adjacent to the area of high-voltage power lines. Therefore, PT. PLN (Persero) Malang Area must be able to anticipate the risk of workplace accident which may threaten the safety of their employees in the workplace who has high risk of having workplace accident.

Based on the description of the above problems, the source of potential hazard becomes a significant problem contributor concerning the possibility of the risk of workplace accident, especially for PT. PLN (Persero) Malang Area because the risk of a high work accident can cause a very fatal problem for the workforce itself, the company, as well as stakeholders, ranging from declining productivity to financial losses. Meanwhile, a sense of security requires employees to also contribute in achieving the goals of the company and obtain a good quality of work life and appropriate employee expectations. Therefore, the management of control or supervision in the field should determine the safety process of workers that should be in accordance to the standards of work performance that has been determined. Therefore, the writers entitle this research "The Supervision on the Implementation of Job Safety Analysis (JSA) as the Effort in Increasing Behavior Based Safety (BBS) on High Tense Working Units (HTWU) of PT.PLN (Persero) Malang Area ".

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RESEARCH FOCUS

Based on the research context, the researchers have the following research focus:
1. Investigating the implementation of JSA (Job Safety Analysis) on High Tense Working Unit (HTWU) at PT. PLN (Persero) Malang Area
2. Investigating JSA supervision (Job Safety Analysis) on High Tense Working Unit (HTWU) at PT. PLN (Persero) Malang Area
3. Investigating the efforts in increasing the Behavior Based Safety (BBS) on High Tense Working Unit (HTWU) at PT. PLN (Persero) Malang Area

THEORETICAL FRAMEWORK

JSA (Job Safety Analysis) is a method used to identify work that has potential hazards, so this method aims at making corrections before the accident happens. JSA or often called as Occupational Safety Analysis is one of the risk assessment systems and hazard identification which in its implementation is emphasized on hazard identification that emerged at each stage of job / task performed by labor or job safety analysis is a method / method used to check and finds the dangers previously neglected in designing workplaces, facilities / work tools, machinery used and work processes (PT Caltex Pacific Indonesia, 1999).

According to NOSA (1999), JSA is one of the efforts in analyzing the tasks and procedures that exist in an industry. JSA is defined as a method of studying a job to identify the hazards and potential incidents associated with each step, aiming to develop solutions that can eliminate and control hazards. If the hazard has been identified, a control action in the form of physical changes or improvement of work procedures may reduce the work hazard.

The purpose of Job Safety Analysis is to describe the potential hazards that can arise during the process of work area and how to control the potential hazards so that workers can work safely. It is also done to monitor the risks of a rarely known hazard or some risk of hazards that are ignored in the job which gives a risk of accidents or on health. Next, it also aims at determining the way to implement hazard control and reduce the risk of accidents in the guidance of determining PPE (Personal Protective Equipment) and basic submission to Management. The ultimate goal of the program is to reduce the number of work accidents and increase productivity.

In addition, the implementation of Job Safety Analysis (JSA) according to OSH Academy Course 706 Study Guide (2002), there are four steps to implement Job Safety Analysis:
1. Selecting the work to be analyzed
   JSA can analyze all work in the workplace, but should be prioritized based on the following criteria (Rausand, 2005):
   A. work having a high accident rate
   B. work having high accident rate based on the number of missing days of work or medical needs.
   C. work having the potential to cause serious injuries
   D. work causing accidents or serious injuries, due to simple human error
   E. New work, non-routine work or changes in work procedures.
2. Dividing the work in the steps of work
3. Identifying potential hazards and accidents
4. Developing safe working procedures
OHSAS 18001 provides more specific risk control guidelines for occupational safety and health hazard with hazard control approaches hazard:

A. Eliminating hazards (elimination)
B. Changing the danger (substitution)
C. Engineering control
D. Administrative control
E. Personal protective equipment

Behavior Based Safety (BBS) is a system that companies use to change unsafe behavior and attitudes of employees. According to Straub (2005: 32) in Saodah (2015: 28), Safety-based behaviors educate employees to look for the root causes of accident-prone behavior. This awakens the tendency of employee behavior that causes the high risk of work accident. The observed behavior is documented and discussed in meetings, so that everyone can have a safer environment.

According to Rahardjo (2010) in Tarwaka (2015: 45), Safety based behavior is a human safety behavior in the work area in identifying hazards as well as assessing potential risks that arise to be acceptable in doing work that interacts with activities, products, and services performed.

According to Geller (2001) in Saodah (2015), Safety Based behavior is a process approach to improve occupational health and environmental health by helping a group of workers to identify health and safety related behaviors:
1. Collecting data of groups of workers,
2. Providing two-way feedback on safety and health (OSH) behavior,
3. Reducing or eliminating system obstacles for further development.

The most important element in a process can also affect the successful implementation of safe behavior. Several experiments were conducted by designing a process to see the effectiveness of positive changes to safe behavior and reducing the number of work accidents in the framework of cost effectiveness. Components that exist in efforts to implement safe behavior are
1. Identify at-risk behavior.
2. Develop appropriate observation checklists.
3. Train each person and observer in observation.
4. Assess safe behavior on an ongoing basis.
5. Give feedback feedback.
6. Increase the spirit of involvement in SBB activities, need to be rewarded for individuals and teams.

According to Cooper (1999) in Tarwaka (2015: 49) in identifying, there are criteria that are very important for the implementation of BBS program, namely:
1. Involving Employee Participatory Participatory Approach.
2. Concentrating Specifically on Unsafe Behavior.
3. making the base on Observation Data
4. making a Decision Making Process
5. Involving Systematic and Observational Intervention
6. Focusing on Feedback to Worker Behavior.
7. Supporting Booster from Manager

RESEARCH METHOD

This research uses descriptive qualitative Bogdan and Taylor (1992: 21-22) in Moleong (1990: 3) it is explained that qualitative research is one of the research procedures that produce descriptive data in the form of speech or writing and the behavior of people who are observed. A qualitative approach is expected to produce in-depth descriptions of the words, writings, and behaviors that can be observed from a specific individual, group, society or organization in a particular context setting studied from a comprehensive, comprehensive, and holistic perspective.

The data type in this research is qualitative data. The data source in this research is primary data. The data source in this research is obtained from High Tense Working Unit (HTWU) Team of PT. PLN (Persero) Malang Area. The sampling technique used in this research is purposive sampling and snowball sampling. Sugiyono (2010: 219) stated that purposive sampling is a sampling technique used as a source of data with certain considerations. The key information is supervisor and preparator of High Tense Working Unit (HTWU) team work. Snowball Sampling is a technique of sampling data sources that initially amounted in a few number which is then for a long-time grow in numerous number. The data sources/information to support further research are based on recommendations and key information.

RESEARCH FRAMEWORK

This research starts from input analysis in the form of data collection technique. Data collection techniques consist of interviews, observation, and documentation. From the exposure of these data, the researcher can process data analysis in the form of Job Safety Analysis method used by High Tense Working Unit (HTWU) team of PT. PLN area of Malang in analyzing work safety, supervision of the way Job Safety Analysis method used High Tense Working Unit (HTWU) team of PT. PLN area of Malang according to the exposure of data in the field obtained refers to efforts to increase the SBB (Safety Based Behavior) on the High Tense Working Unit (HTWU) team of PT. PLN (Persero) Area Malang. Further analysis is done by studying theory relevant to the subject.

The result of the analysis process found the description of JSA Method implementation used by High Tense Working Unit (HTWU) team for the safety of High Tense Working Unit (HTWU) in the field, the result of the data exposure is the supervision of the Job Safety Analysis method used by the High Tense Working Unit (HTWU) team in the field and the improvement effort through the SBB (Safety Based Behavior) On High Tense Working Unit (HTWU) team of PT. PLN (Persero) Malang Area. From the results of the analysis it obtained an output analysis in the form of conclusions and suggestions.

RESEARCHER PRESENCE

The presence of researchers in qualitative research is the researchers act as an instrument to collect the data. Therefore, the presence of researchers in the field is absolutely necessary, because researchers act as planners, observers, data analysts, and a report maker of research results.

RESEARCH LOCATION
This research took place in PT. PLN Persero Malang Area at jalan Basuki Rachmad No.100, Malang. The location of work follows the schedule determined by the High Tense Working Unit (HTWU) team of PT. PLN Persero Area Malang.

RESEARCH FINDING
Implementation of Job Safety Analysis (JSA) on High Tense Working Unit (HTWU) team of PT. PLN (Persero) Area Malang requires a Standard Operation Procedure (SOP) that serves as a work guide which guides the linesman and other field implementers in performing their duties. Therefore, all linesman in other implementation related to High Tense Working Unit (HTWU) must obey and implement the SOP. One of the SOPs currently used by the High Tense Working Unit (HTWU) team before conducting work in the field is by analyzing using the help of the Job Safety Analysis (JSA) form.

According to the interview quote to Supervisor of High Tense Working Unit (HTWU) team of PT. PLN (Persero) Area Malang Mr. Budi Hermansyah on July 25, 2016.

Basically the Job Safety Analysis form of the High Tense Working Unit (HTWU) Work for the current situation is considered very important, because it has covered the need for team work safety analysis in the field. It is very helpful to the team when carrying out technical work in the field in terms of pole risks in the field, the position or location of the pile reached, the condition around the pole will be done up to what equipment is required when working in the field. But in the form still illustrates the general picture has not arrived at a more detailed point, and is not close the possibility of the addition of other indicators of safety points.

Preparator team work of High Tense Working Unit (HTWU) team named Nur Cholik also provided additional information about the implementation of Job Safety Analysis Work PDKB. The following is an excerpt from the interview on July 25, 2016.

"The existence of the Job Safety Analysis form is familiar to the High Tense Working Unit (HTWU) team, because its existence is very important for the job planning to create safety, equipment safety and network safety according to the mission of High Tense Working Unit (HTWU) team. This is in accordance with the advanced SOP number 01 regarding the field site survey to find out the description of the location of work in the field, while this is considered sufficient to cover the necessary information needed by the team in the field. But it is not possible, the innovation in the analysis of the risk of accidents that may occur in the field.

The head of the High Tense Working Unit (HTWU) team Dani Hermawan added his opinion about the application of JSA to the High Tense Working Unit (HTWU) team. This opinion is based on interview result on July 25, 2016 regarding "Job Safety Analysis. he said "The work of High Tense Working Unit (HTWU) is very important for field survey preparator before the team do the job, because with the Job Safety Analysis, preparator can determine the condition of the field by documenting the state of condition through the photo, analyzing and determining the danger to prepare the equipment the team needs when doing field work ".

Supervisory K2 & K3 of High Tense Working Unit (HTWU) Team Brother Zainal Furqon added his opinion about the implementation of JSA to PDKB team. This opinion is based on the result of interview on July 25, 2016. He said "the existence of Job Safety Analysis regarding the work of High Tense Working Unit (HTWU) team is very important for the
beginning of doing the work in the field, before doing the work can be analyzed the possibility that happened when team work in the field, determining the equipment to be brought and needed by team, Photographing the location of the work that has been surveyed to be presented to the team when will do field work so that when the team is not blind in the arena.

Linesman 1 of High Tense Working Unit (HTWU) Team Wira Bakti added his opinion about JSA implementation to High Tense Working Unit (HTWU) team. This opinion is based on the results of interview on July 25, 2016. He stated "Regarding Job Safety Analysis, the Work of High Tense Working Unit (HTWU) team is important to know the field conditions before working so the team can prepare what is needed and the risks that need to be aware of.

Linesman 2 of High Tense Working Unit (HTWU) Team M. Zulfa Asropfi added his opinion about the implementation of JSA to PDKB team. This opinion is based on interview result on July 25, 2016 which is "Job Safety Analysis Work of High Tense Working Unit (HTWU) team aims to know location location, what kind of work that will be done by High Tense Working Unit (HTWU) team and what kind of equipment needed to finish work in field".

Supervision of Implementation of JSA (Job Safety Analysis) on Team (High Tense Working Unit (HTWU) of PT. PLN (Persero) Malang Area becomes one of the function that can realize the culture of safety based behavior because with the implementation of clear and structured supervision it can keep company to run healthily and safety management system so that the level of accidents that happened can decrease so that awareness of worker on the importance Safety-based behavior can be truly embedded across all layers of a company's components.

According to the interview to the Supervisor of High Tense Working Unit (HTWU) team of PT. PLN (Persero) Malang Area Mr. Budi Hermansyah on July 25, 2016. Basically the supervision of the implementation of Job Safety Analysis which is the task of High Tense Working Unit (HTWU) team is very important, because in every supervisory system the work in the field is supervised by 3 supervisory teams. First, the maneuver supervisor, the supervisor who is on duty at the job site, controls all the workers involved and all the work done, and knows whether the work is in accordance with the procedure or not. Second, the Superintendent of Work, the Supervisor who is in charge of controlling an ongoing work, knows the shortcomings of the work done, and provides guidance to the worker if the work done is not appropriate. Third, supervisor of K2 / K3, the Supervisor who is in charge of controlling the electrical safety and completeness of the worker's safety in doing a job so that there will be no accident occurs. Therefore, supervision conducted on the team PDKB have safety controlling who are competent in their field.

Preparator team work of High Tense Working Unit (HTWU) team named Nur Cholik also provide addition information about the supervision of the implementation of Job Safety Analysis Work of High Tense Working Unit (HTWU) team. The following is an excerpt from the interview on July 25, 2016.

The existence of supervisor team implementation of Job Safety Analysis is familiar to High Tense Working Unit (HTWU) team, because its existence is very important
to monitor team work according to standard applied by PT. PLN (Persero). In the implementation of safety controlling itself. With a structured supervision and clear information delivery of safety to the workers, it is highly recommended that workers work according to the direction or instruction of the team head in carrying out the work in the field. Because, when the supervision is not done it will be feared that the workers do human error which will result in the workers themselves due to work accidents and so will make the company incur expenses to bear the safety of the worker.

The head of the team of High Tense Working Unit (HTWU), Dani Hermawan added his opinion about the supervision of the implementation of JSA to the High Tense Working Unit (HTWU) team. This opinion is based on the result of interview on July 25, 2016 stating that "supervision of Job Safety Analysis implementation on High Tense Working Unit (HTWU) team really helps the team head to direct the team when they will do the work adjusted to the situation in the field. Because, with the supervision which is in accordance with the standards of PT. PLN then the team will work cautiously to help the team head in directing the team while completing the work in the field. In addition, when there are teams that perform fatal work errors that are not in accordance with work procedures it will harm the personnel themselves because it will experience an accident and will be given punishment in the form of warning until (Warning Letter).

Supervisory K2 & K3 of High Tense Working Unit (HTWU) Team Brother Zainal Furqon added his opinion about the supervision of the implementation of JSA to the PDKB team. This opinion is based on interview result on July 25, 2016 stating that "supervision of Job Safety Analysis implementation on High Tense Working Unit (HTWU) team done in detail and regularly. It can be seen from the result of health and safety (K3) showing" Zero Accident "this happened because the team Work in accordance with the standards set by the company, the supervision goes according to the existing conditions in the field. He praises the workers who conduct safe behavior in the field, raises employee awareness that safety is a shared responsibility, involves the team in the implementation of K3, Implementation of OHS, conducting periodic monitoring and field inspection. From this way, the supervision done from the external self-workers will be a stimulus to create awareness from within the workers to do safety work. ".

Linesman 1 of High Tense Working Unit (HTWU) Team Wira Bakti added his opinion about supervising the implementation of JSA to High Tense Working Unit (HTWU) team. This opinion is based on the result of interview on July 25, 2016 stating that "supervision of Job Safety Analysis. The work of PDKB must be done because it is done to avoid the work accident and as the guidance so that the workers do not make mistake in the field. Supervision is very functional so that workers do not do work irregularities. Because the risk of team work is relatively high at 20,000 volts without power off, then it is reasonable if this supervision should be held every team working in the field. ".

Linesman 2 of High Tense Working Unit (HTWU) Team M. Zulfa Asropfi added his opinion about supervising the implementation of JSA to PDKB team. This opinion is based on the results of interviews on July 25, 2016 namely "supervision of the implementation of Job Safety Analysis on High Tense Working Unit (HTWU) work functions to arrange regular reports on work accident. Because of the collected data, what type of work that has a high risk of occupational accidents and which jobs that have a low accident risk can
be easily known although basically all the work done by the High Tense Working Unit (HTWU) team has a high accident potential.

Efforts to Increase SBB (Safety Based Behavior) on High Tense Working Unit (HTWU) team on PT. PLN (Persero) Malang Area. According to the interview quote to Supervisor High Tense Working Unit (HTWU) team of PT. PLN (Persero) Malang Area Mr. Budi Hermansyah on July 25, 2016.

Safety-based behavior programs or so-called Safety Based Behavior is an agenda that has been implanted to High Tense Working Unit (HTWU) team personnel as early as possible. This begins when the team is still in the period of education, training, orientation, internship, to the stage of being like today. Due to the risk of danger posed as well as the impact of serious work accident, make this team become special. It dis because, not everyone can be a part of this team and ones should pass necessary stages to be part of the High Tense Working Unit (HTWU) team. Debriefing given by the company to its own High Tense Working Unit (HTWU) team will attempt stipulated safety awareness to High Tense Working Unit (HTWU) team which is in accordance to its motto "safe Humanbeing , safe Equipment, and safe Electrical Network System". In practice in the field, High Tense Working Unit (HTWU) team itself is often held briefing material about safety every two months. It also becomes a routine agenda to improve the competence of personnel awareness of safety-based behavior.

Preparator teamwork of High Tense Working Unit (HTWU) team Mr. Nur Cholik also provide additional ways to boost Behavior Based Safety (BBS) PDKB team. The following is an excerpt from the interview on July 25, 2016.

In an effort to improve Behavior Based Safety (BBS), High Tense Working Unit (HTWU) team often share or exchange thoughts in briefing activities when going to work. By involving the team in the participation of this sharing session it will make no gap between the senior team of junior. By implementing a bottom-up system so that the team can engage thoroughly and commit to identify unsafe working behavior, the awareness of all workers towards Behavior Based Safety (BBS) on the improvement process will work well. In addition to this team, personnel will also be rewarded Leadership Symbol as a role model team that has safe and safe behavior in the field.

The head of the team of High Tense Working Unit (HTWU) team Dani Hermawan added his opinion about efforts to improve Behavior Based Safety (BBS) on High Tense Working Unit (HTWU) team. This opinion is based on the results of interview on July 25, 2016 that is "uniqueness on efforts to increase Safety Based Behavior (SBB) in PT. PLN (Persero) here with a schedule of planned interventions. Started with a briefing on all personnel High Tense Working Unit (HTWU) he was asked to become a volunteer who served as an observer who joined in a project team. Observers are trained to perform their tasks. Then identify the unsafe behavior that is placed in the form of check list. This list is addressed to the entire High Tense Working Unit (HTWU) team for approval. Once approved, the observer performs observations over a period of time to determine the outline of the problem under study. Furthermore, then the intervention program is done by determining the goal setting done by the employees themselves. The data from the observations are then analyzed to get feedback for the employees. In addition, the project team is also in
charge of periodically monitoring data, so that improvements and corrections to the program can continue to be done.

Supervisor of K2 & K3 of High Tense Working Unit (HTWU) Team Zainal Furqon added his opinion about efforts to improve Behavior Based Safety (BBS) on High Tense Working Unit (HTWU) team. This opinion is based on the results of the interview on July 25, 2016 it is stated "High Tense Working Unit (HTWU) team is given support from the manager as a management commitment to the Behavior Based Safety (BBS) process. This is indicated by giving flexibility to the observer in carrying out its duties, by rewarding the personnel who conduct the safety behavior providing tools and assistance for immediate action, helping to organize and execute information feedback to PDKB team personnel, and stepping up initiatives to act safely on every opportunity. Therefore, support from management is very important when in its application failures Behavior Based Safety (BBS) is usually caused by lack of support and commitment from management. ".

Linesman 1 Team High Tense Working Unit (HTWU) Team Wira Bakti added his opinion about efforts to improve Behavior Based Safety (BBS) on High Tense Working Unit (HTWU) team. This opinion is based on interview result on July 25, 2016 that is "the process of applying Behavior Based Safety (BBS) itself is very challenging. Because, it is very related to the culture of discipline and in our country society is still quite "new" with this safety culture. Believe it or not the culture of discipline in our country also still needs much improvement. But the situation does not worry us, because the High Tense Working Unit (HTWU) team has a routine agenda to implement Behavior Based Safety (BBS) through the process of learning, debriefing, training and awareness raising. The learning process occurs well if the learning process produces a relatively permanent behavior change. ".

Linesman 2 of High Tense Working Unit (HTWU) team M. Zulfa Asrofi added his opinion about efforts to improve Behavior Based Safety (BBS) on High Tense Working Unit (HTWU) team. This opinion is based on the results of the interview on July 25, 2016 stating that "Personnel of High Tense Working Unit (HTWU) team itself has shown improvement Behavior Based Safety (BBS) to obey the rules that exist in the company in the work in order to prevent or minimize the possibility of accidents on the activities of daily work in the field. This is evidenced when the team is on the kind of work that does have a high risk of accidents by doing a job under the authority granted, they are managed to warn against the dangers of the field, managed to secure the work area and the people around him, to work in accordance to the speed that has been determined , Keeping the safety device in service, not removing safety equipment, using appropriate equipment, using appropriate equipment, using the correct APD, filling equipment or machines in accordance with applicable rules, placing materials or tools in place and How to lift the right, not joking when working. ".

DISCUSSION

Regarding the Job Safety Analysis (JSA) Program The management of PT. PLN (Persero) Area Malang has made a commitment on the importance of work safety in accordance with the Regulation of the Minister of Manpower Annex 1 PER.05 / MEN / 1996 on Guidelines for Implementation of Occupational Safety and Health Management Systems. K2 / K3 supervisory department at PT PLN (Persero) Malang Area has made several
programs in implementing safety and health management system. One method used to identify potential hazards is to use JSA (Job Safety Analysis).

Behavior Based Safety (BBS) is a cultural program that has been implemented by PT PLN (Persero) Malang Area. The purpose of Behavior Based Safety (BBS) are: to prevent the occurrence of work accidents, create a safe workplace, overcome all unsafe action problems and unsafe condition, and emphasize the importance on minimizing the number of work accidents to create zero accident conditions. Based on the findings of research results in the field:

1. Unsafe Act conducted by High Tense Working Unit (HTWU) passess supervision because there are members who smoke while doing the work
2. Unsafe Act conducted by High Tense Working Unit (HTWU) passess supervision because there are members who do not use safety helmet while doing the work
3. Unsafe Act by High Tense Working Unit (HTWU) passes the supervision because there are members who are not wearing gloves while doing the work
4. Unsafe Condition there is disturbance of twig covering pole and ladder inhibitor
5. Unsafe Condition, rain condition so High Tense Working Unit (HTWU) must stop its work because it has high risk if it is still continued
6. Unsafe Condition, sound pollution condition due to traffic congestion

Based on the results of field research on the implementation of Job Safety Analysis on High Tense Working Unit (HTWU) team in the provision of K3 equipment as supporting the implementation of JSA, initial informants stated that the company has provided K3 equipment in accordance to the characteristics of each work adjusted with the rules and SOP of the company.

The results of Supervision of Implementation of JSA (Job Safety Analysis) on Team (PDKB) PT. PLN (Persero) Area Malang informant stated that supervision of JSA implementation is done based on K2 / K3 regulation and supervision procedure. The result of the interview about who conducted the evaluation of JSA, the researcher got the equation of opinion from all informants that the JSA evaluation is from the supervisor, safety man or safety control and manager of Health Safety Environment (HSE) from PT PLN (Persero) Area Malang. HSE Department supervises all the time, this is seen from the implementation of safety inspection using checklist form.

The supervision of the implementation of JSA conducted by PT PLN (Persero) Area Malang has been running consistently, proven by the fact that the implementation of supervision is not only done by the Department of HSE only, but it is also done by the management and workers. Supervision of the implementation of JSA conducted by the management and workers is to oversee all kinds associated with JSA using safety behavior observation. Supervision of JSA implementation can be proven by the form checklist of safety behavior observation. The results of these reports will be the subject for review regarding the implementation of OSH culture in the company in the HSE committee once a month and then it will be improved in the future.

There are some Efforts done to Increase SBB (Safety Based Behavior) on High Tense Working Unit (HTWU) of PT. PLN (Persero) Area Malang. they are
1. conducting a Training (Job Safety Analysis)
Safety training is also tailored to the company's need for increasing safety awareness at the company and adjusted to safety regulations and procedures (SOPs). The training includes training on the use of PPE, the training of safety behavior observation
A) conducting Material Seminar on High Tense Working Unit (HTWU) to Socialize Job Safety Analysis (JSA)
B) Distributing seminar kit materials to High Tense Working Unit (HTWU) regarding Safety Based Behavior (SBB)

2. Dismissing Workers who do Not Work in accordance with the Regulations and Safety Procedures

High Tense Working Unit (HTWU) team of PT. PLN (Persero) Malang area agree on the dismissal of workers who do not work in accordance with the rules and procedures K3 (50%), from the results of the three initial informants it is stated that none has never done the dismissal of workers who do not work in accordance with safety regulations and procedures.

3. Implementation of Programs to Increase Occupational Safety Awareness

According to the results of research on the program to increase awareness of work safety (66.7%) it is explained that there are two indicators of safety awareness raising program namely leading indicators and lagging indicators. Leading indicators are programs that can affect the achievement of lagging indicators. For example: SBO, investigation process, refresh training, HSE committee, equipment certification, and so on. Lagging indicator is the expected indicator of end or output such as zero accident, zero LWD, a result that the company wants to increase safety awareness program that is training, socialization, regulations referring to SMK3 and OHSAS.

4. Socialization of Safety Regulations and Procedures

Socialization can also be done during the refresh training and when the initial safety induction to enter the work and in the form:
A) conducting a briefing and socialization of High Tense Working Unit (HTWU) before doing the work
B) making Poster Behavior Based Safety (BBS) Work In Stake Situation (PDKB) which contains about safe Human beings, safe Equipment, safe Electrical Network System

Sanctions against Violations of Safety Rules and Procedures

The sanctions are verbal reprimands, warning letters and dismissals, depending on the level of violation committed. In the rule, for violations not using PPE while working, a warning letter will be given to the worker. However, in reality, the violation of not using PPE when employed is only given a verbal reprimand to the worker, if it happens for three times a new worker is given a warning letter for the violation. HSE Department must always improve in providing information or appeal to workers to action that is not in accordance with perturant and Safety procedures

CONCLUSION

Based on the results of research it can be concluded that:

1. PT. PLN (Persero) Malang Area has identified potential hazard periodically by using Job Safety Analysis method.
2. Job Safety Analysis that has been applied PT. PLN (Persero) Area Malang can minimize accidents that can work to achieve the target zero accident. The existing occupational safety and health policy in PT PLN (Persero) Malang Area, Tbk is in accordance with the Regulation of the Minister of Manpower Annex 1 PER.05 / MEN / 1996 on Guidelines for Implementation of Occupational Safety and Health Management System.

3. In the supervision of the implementation of Job Safety Analysis on the work team in the state of tension (PDKB) PT. PLN (Persero) Malang area other than done by manager of department of HSE also cover the supervisor, safety man, safety control and worker appointed as supervisor of K2 / K3 needs to be continued. But in the application in the field sometimes there are many things above tolerance fairness that resulted in workers to have less deterrent effect. It can be proven that there are still accidents in the light scale that occurred in the field.

4. PT. PLN (Persero) Malang Area has a way to improve Safety Based Behavior (SBB) especially on High Tense Working Unit (HTWU) that is by doing the following things:

   Doing Job Safety Analysis (JSA) Training on High Tense Working Unit (HTWU) team of PT. PLN (Persero) Malang area in the form of training on the use of PPE, pre-service field training, safety filling training behavior observation, fire training and training on guarding machine.

   Doing dismissal of Workers who do Not Work in accordance to Safety Rules and Procedures. Thee results of the study indicate that there has never been a dismissal of workers who work out of compliance with safety regulations and procedures.

   The implementation of Programs to Increase Occupational Safety Awareness is necessary too. There are two indicators of safety awareness raising program that is leading indicators and lagging indicators. Leading indicators are programs that can affect the achievement of lagging indicators. For example: SBO, investigation process, refresh training, HSE committee, equipment certification, and so on. Lagging indicator is the expected end or expected output such as zero accident, zero LWD, a result the company wants. The third preliminary informant stated that the awareness raising program is the existence of training, socialization, regulations referring to SMK3 and OHSAS.

   The socialization of Safety Regulations and Procedures, conducted at the time of the HSE committee where the employer's supervisor (manager or supervisor) socializes to other workers. Socialization can also be done during the refresh training and when the initial safety induction goes to work, get a direct briefing when will complete the work in the field by the supervisor and it can also be done through wall magazines or posters stuck to the information boards.

   Sanctions against Violations of Safety Rules and Procedures are in the form of verbal reprimands, warning letters and dismissals, depending on the level of violation committed. However, in reality, the violation of not using PPE when employed is only given a verbal reprimand to the worker, if the violation are done for three times a new worker is given a warning letter for the violation.

**SUGGESTION**
Based on the conclusions of the results of this study, some suggestions may be given:
1. HSE Department and supervisor conduct supervision on the implementation of Safety Behavior Observation (Behavior Based Safety) with a commitment in accordance with the rules and procedures keselamatan work that exist in the team Work In Stressful Situation (PDKB) PT. PLN (Persero) Malang area about Observation of Safety and Charging Card Observation with no tolerance principle to anyone.
2. Conducting a briefing or safety induction before doing the work for all departments led by the supervisor.
3. Supervisors and Department of HSE (managerial side) sanction to workers who violate the rules and safety procedures in accordance with the rules that exist in the company.
4. Conducting internal communication between management and the worker on a daily basis either in the form of shift briefings conducted by the supervisor or a discussion forum on safety of work.
5. Workers also receive training on work safety, not just supervisors, so that workers' knowledge and awareness about safety can increase.
6. Provide rewards to workers who work well and safely so that others are encouraged to work better and more secure.

REFERENCES


Norma Kesehatan dan Keselamatan Kerja Dirjen Pembinaan Pengawasan Ketenagakerjaan


