

## Efforts To Promote Occupational Safety And Health For The Implementation Of The Covid-19 Control Health Protocol In Manufacturing Companies

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### ABSTRACT

Entering the new normal era, companies are starting to reorganize workpatterns. This is related to the ongoing outbreak of Covid-19 followed by an increase in working conditions, so that companies are required to comply with the Covid-19 health protocol. As stated in circular letter Number HK.02.01/MENKES/335/2020 concerning Protocols for Prevention of Transmission of Corona Virus Disease (Covid-19) in Workplaces in the Service and Trade Sector. Health promotion is an important determinant in efforts to change people's behavior, especially workers who continue to work during the Covid-19 pandemic. The purpose of this study is to analyze efforts to promote occupational safety and health (K3) towards the implementation of the Covid-19 control health protocol. This research is an observational study with a cross-sectional study design. The population in this study were all company employees. The sample in this study is the total population of 64 employees. The results of this study indicate that there are efforts to promote OSH, namely 30 (46.9%) respondents considered it sufficient and as many as 46 (71.9%) respondents considered that the implementation of the health protocol for controlling Covid-19 was good. It was concluded that there was a relationship between OSH promotion and the implementation of the Covid-19 control health protocol with a P value of 0.000 <0.05. It is recommended that companies increase supervision of workers to comply with health protocols when working. 9%) respondents considered that the implementation of the health protocol for controlling Covid-19 was good. It was concluded that there was a relationship between OSH promotion and the implementation of the Covid-19 control health protocol with a P value of 0.000 <0.05. It is recommended that companies increase supervision of workers to comply with health protocols when working. 9%) respondents considered that the implementation of the health protocol for controlling Covid-19 was good. It was concluded that there was a relationship between OSH promotion and the implementation of the Covid-19 control health protocol with a P value of 0.000 <0.05. It is recommended that companies increase supervision of workers to comply with health protocols when working.

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### 1. INTRODUCTION

Indonesia is one of the developing countries that has contracted Covid-19 and has reached a total of 6,728,065 sufferers and 160,781 of them have died (<https://covid19.go.id>, 2023). According to Minister of Health Regulation No. 74 of 2015 article 1 point 3 concerning Efforts to Improve and Prevent Disease, that promotion is an effort to empower the community to play an active role in changing behavior and the environment in order to maintain and improve optimal health levels. Promotion of Occupational Safety and Health (K3) is an effort made to encourage and strengthen workers' awareness and behavior regarding OSH so that they can protect workers, assets and the environment and in the end workers can be protected while at work.

Entering the new normal era, companies are starting to reorganize their work patterns. This matter related to the ongoing outbreak of Covid-19 which was followed by an increase in working conditions, so companies are required to comply with the Covid-19 health protocol. As stated in circular letter Number HK.02.01/MENKES/335/2020 concerning Protocols for the Prevention of Transmission of Corona Virus Disease (Covid-19) in Workplaces of the Services and Sector Public Area Trading in support of Business Sustainability, that workplace managers must pay attention to vigilance in all forms of prohibitions, discipline, work influences, health and work safety of their employees, ensuring workers understand self-protection from the transmission of Covid-19 with Clean and Healthy Behavior (PHBS) ).

Labor is the most important component in the implementation of the production process which is an asset for the company. Because of this, work safety and health management is needed that is carried out consistently in accordance with Labor Law no. 13 of 2003 which states that employers are obliged to protect workers and the potential hazards they face. One type of company that still needs to be productive during the Covid-19 pandemic is one that is engaged in manufacturing. Based on initial observations at the company, information was obtained that the company had implemented the Covid-19 health protocol according to established standards, but in practice, based on management's acknowledgment there were still workers who were not disciplined in taking preventive actions, especially in following the implementation of the health protocol for workers.

## 2. METHODS

This research is a quantitative research with an analytic research design, namely research that is directed to explain a situation or situation by using cross sectional. The hypothesis test used in this study was bivariate analysis using the Chi Square test. The research was conducted in a manufacturing company in the gas industry. The sample in this study is the total population of 64 employees.

## 3. RESULTS AND DISCUSSION

Based on the research results obtained the results of the characteristics of the respondents as follows:

Table 1. Results of Respondent Frequency Distribution Based on Respondent Characteristics

No	Characteristics of Respondents	F	%
<b>Gender</b>			
		F	%
1	Man	44	68,75
2	Woman	20	31,25
Amount		<b>64</b>	<b>100</b>
<b>Age</b>			
		F	%
1	21-30 years	15	23,44
2	31-40 years	28	43,75
3	>40 years	21	32,81
Amount		<b>64</b>	<b>100</b>
<b>Education</b>			
		F	%
1	JUNIOR HIGH SCHOOL	0	0
2	SENIOR HIGH SCHOOL	45	70,31
3	DIPLOMA/S1	19	29,69
Amount		<b>64</b>	<b>100</b>
<b>Years of service</b>			
		F	%
1	<10 years	7	10,94
2	10-20 years	15	23,44
3	>20 years	42	65,62
Amount		<b>64</b>	<b>100</b>

In table 1 it can be seen that the sex of the male respondents was 44 people with a percentage of 68.75%. Then there were 20 female respondents with a percentage of 31.25%. Most of the respondents were in the age range of 31-40 years, namely 28 people with a percentage of 43.75%. Respondents aged less than 30 years were 15 people with a percentage of 23.44%, and for the number of samples above 40 years there were 21 people with a percentage of 32.81%. Most of the respondents' last education graduated from high school or equivalent, namely a number of 45 people with a percentage of 70.31%. For Diploma/Bachelor degree graduates and the equivalent, the number of respondents was 19 people with a percentage of 29.69%. Meanwhile, there were no graduates from SD and SMP. The tenure of the respondents is the greatest in the range of tenure > 20 years, namely 42 people with a percentage of 65.62%. Then for less than 10 years of service there are 7 people with a percentage of 10.94%. As for the working period of 10-20 years there were 15 respondents with a percentage of 23.44%.

Based on the results of research efforts to promote occupational safety and health (K3) as follows:

Table 2. Results of Frequency Distribution of Occupational Safety and Health (K3) Promotion Efforts

No	Category	F	%
1	Good	34	53.1
2	Enough	30	46.9
3	Not enough	0	0
<b>Amount</b>		64	100

In table 2 it is known that of the 64 respondents, 34 respondents or 53.1% of them assessed that the promotion of Occupational Safety and Health (K3) in the company was good 34 (53.1%). Then 30 respondents considered it sufficient, with a percentage of 46.9%.

In general data filling consists of 64 respondents. Based on the research results, it is known that the mean value for variable X (Promotion of Occupational Safety and Health) is 67.64. The highest mean value for variable X is indicator X2 (the company conducts first aid training if workers experience symptoms of fever (>38°C) or cough/runny nose/sore throat) with a mean value of 4.44. The order of the two indicators is X6 (the foreman/inspector of K3 always supervises workers in implementing physical distancing in the work area) and X10 (gives instructions for the location of handwashing facilities) with a mean value of 4.33.

Notoadmojo (2012) states that training is an activity that can provide a stimulus to someone to be able to improve skills in certain jobs and gain knowledge and understanding of the entire work environment. Training provides multiple benefits in the promotion of occupational health and safety. First, training ensures workers know how to work safely and why it is important. Second, training shows that management has a commitment to work safety. Another variable that was measured in this study was supervision in terms of its impact on the implementation of the Health Protocol. Supervision is the process of observing the implementation of all organizational activities to ensure that all work being carried out goes according to a predetermined plan. In principle, occupational health and safety services are closely related to workplace supervision (Sucipto, 2014).

Research result this is in line with research conducted by Sipayung et al (2014) entitled Effects of Promotion of Occupational Safety and Health (K3) with Safe Behavior in Employees of the Palm Oil Processing Production Department at PTPN IV Dolok Ilir Plantation. The results of this study found that the variable frequency of K3 promotion through K3 signs was 97.7% or 43 people and good supervision was 97.7% or 43 people. The K3 Promotion variables that have the most influence on safe behavior are training and K3 Month Activities.

In Waleleng et al's research (2020), with the title Influence between the Promotion of Occupational Health and Safety (K3) and the Implementation of Health Protocols for Employees in a Hospital in North Sulawesi Province. The results showed that as much as 51.8% of employees had taken good precautions. Most of the respondents as many as 41 people or 58% had received good OSH training. The K3 training that has been attended is K3 training which consists of Basic Life Support (BLS) training, first aid training, emergency patient handling training, fire emergency

handling training, OHS training, handling hazardous and toxic waste materials, effective communication training, and related training. Covid-19 specifically for designated officers. In general, employees who have not received training are employees who have just transferred so they have not had time to attend training and some of them have received training but are not in accordance with their educational background so they have difficulty understanding or applying it. In the Supervision variable in this study, 39 people or 55.7% said that OSH supervision had not been carried out properly and the remaining 31 people (44.3%) thought that OSH supervision had been carried out properly. OHS supervision in this case plays a role in ensuring that OHS training and communication continues to be implemented in the workplace as well as supervising order and discipline in carrying out work to avoid danger in this case related to the prevention of Covid-19.

Based on the research results of the application of the protocol control health Covid-19 as follows:

Table 3. Results of Frequency Distribution of Implementation of Health Protocols to Control Covid-19

No	Category	F	%
1	Good	46	71.9
2	Enough	16	25.0
3	Not enough	2	3.1
<b>Amount</b>		64	100

Based on the table 3 it is known that out of 64 respondents, 46 respondents considered that the Implementation of the Covid-19 Control Health Protocol was good, namely with a percentage of 71.9%, then 16 respondents rated the Implementation of the Health Protocol in the sufficient category or with a percentage of 25.0% and only 2 respondents rated the Implementation Health Protocol with less category or with a percentage of 3.1%.

Based on the results of the analysis, it shows that the variable Y (Implementation of Health Protocols) has a mean value of 93.95. The highest mean value was obtained by the indicator question number Y27 (Companies provide additional food such as vitamins or fruits) with a mean value of 4.11. Furthermore, for the second highest mean value, item question number Y25 was obtained (shift 3 workers aged less than 50 years) with a mean value of 4.09. Placement of workers aged less than 50 years for shift 3 to avoid excessive fatigue at work. The results of this study are in line with the research of Waleleng et al (2020), with the title The Influence between the Promotion of Occupational Health and Safety (K3) and the Implementation of Health Protocols for Employees in a Hospital in North Sulawesi Province. The research results for the Precautions variable showed that as many as 36 people or 51.4% of respondents had not implemented the Health Protocol properly and as many as 34 people or 48.6% had done it well. Haven't done it in the sense of not not doing it at all but not being disciplined in applying preventive measures regularly and continuously. In this study the criteria for implementing a good Health Protocol in the one work week category are washing hands, wearing masks outside and indoors, bringing hand sanitizers, keeping a safe distance, not touching your face before washing your hands, taking a shower after coming home from work, bringing cutlery personal. 6% is already doing well. Haven't done it in the sense of not not doing it at all but not being disciplined in applying preventive measures regularly and continuously. In this study the criteria for implementing a good Health Protocol in the one work week category are washing hands, wearing masks outside and indoors, bringing hand sanitizers, keeping a safe distance, not touching your face before washing your hands, taking a shower after coming home from work, bringing cutlery personal. 6% is already doing well. Haven't done it in the sense of not not doing it at all but not being disciplined in applying preventive measures regularly and continuously. In this study the criteria for implementing a good Health Protocol in the one work week category are washing hands, wearing masks outside and indoors, bringing hand sanitizers, keeping a safe distance, not touching your face before washing your hands, taking a shower after coming home from work, bringing cutlery personal.

Based on the results of the Bivariate Analysis Test on the Relationship between OHS Promotion and the Implementation of the Covid-19 Control Health Protocol, the results are as follows:

Table 4. Relationship between K3 Promotion and Implementation Health Protocols by Company Workers

Promotion of K3		Implementation of Protocol Health			Total	P-value
		Application of the Protocol Health				
		Not good	Enough	Good		
Good	N	0	2	32	0.000	
	%	0	3	50.0		
Enough	N	2	14	14		
	%	3.1	22	22		
Not good	N	0	0	0		
	%	0	0	0		
Total	N	2	16	46	64	
	%	3.1	25	71.9	100	

Based on table 4 above, it is known that the P value. for the relationship between variable X (Promotional Safety and Health) and Variable Y (Implementation of Health Protocols) is  $0.000 < 0.05$  so it can be concluded that H1 is accepted, which means that there is an influence of X (Promotion of Health Protocols) on Y (Implementation of Health Protocols).

In the promotion of Occupational Safety and Health (K3) there are assessment indicators, namely K3 training, K3 communication, supervision, and K3 signs. This study makes OSH training one of the factors studied in terms of its influence on the respondents' actions in preventing Covid-19. Based on the results of the questionnaire, it was known that there were 62 respondents who received good OSH training with a percentage of 96.87%, while those who had not received good OSH training were 2 respondents with a percentage of 3.13%. This shows that respondents who received good OSH training are very likely to implement health protocols properly such as using masks and washing hands.

Notoadmojo (2012) states that Training is an activity that can provide a stimulus to someone to be able to improve skills in certain jobs and gain knowledge and understanding of the entire work environment. Training provides multiple benefits in the promotion of occupational health and safety. First, training ensures workers know how to work safely and why it is important. Second, the training shows that management is committed to work safety during the Covid-19 pandemic. The results of this study are in line with research conducted by Setyowati et al (2018) concerning the effect of knowledge, attitudes, training, supervision on perceptions of SMK3 implementation. Research conducted by Setyowati et al showed similar results, namely that there was an influence between training and perceptions of SMK3 implementation. Good knowledge and skills in the field of OHS will build employee perceptions of OHS to be good so that it influences the willingness of employees to take work safety measures including preventing Covid-19 as in research conducted by researchers. Based on the results of data collection and observations at the research location, socialization has been carried out to all employees, especially related to the prevention of Covid-19, such as the use of PPE at work. This is certainly expected to increase employee awareness in implementing the Health Protocol. Good knowledge and skills in the field of OHS will build employee perceptions of OHS to be good so that it influences the willingness of employees to take work safety measures including preventing Covid-19 as in research conducted by researchers. Based on the results of data collection and observations at the research location, socialization has been carried out to all employees, especially related to the prevention of Covid-19, such as the use of PPE at work. This is certainly expected to increase employee awareness in implementing the Health Protocol. Good knowledge and skills in the field of OHS will build employee perceptions of OHS to be good so that it influences the willingness of employees to take work safety measures including preventing Covid-19 as in research

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On the Occupational Safety and Health (K3) communication indicator with the statement that the Company is Campaigning for a Healthy Living Community Movement (GERMAS) through a Healthy Lifestyle and Clean and Healthy Living Behavior (PHBS) it was found that 62 respondents with a percentage of 96.87% agreed that there was campaign from the company to adopt a healthy and clean lifestyle. This shows that respondents who carry out good OSH communication definitely take good preventive measures. Communication is needed to condition the factors that facilitate changes in one's behavior (Notoadmojo, 2012). The benefits of OHS communication both vertically and horizontally are to avoid accidents and occupational diseases so that the production process can be carried out properly. effect on occupational health and safety behavior, where the results obtained are that there is an influence between OHS communication and OHS behavior. Communication is one of the important factors in the success of health promotion because it is very important in changing a person's behavior, such as providing understanding or motivation to encourage a person's behavior change.

Another indicator that was measured in this study was supervision of its impact on the implementation of the Health Protocol. Supervision is the process of observing the implementation of all organizational activities to ensure that all work being carried out goes according to a predetermined plan. In principle, occupational health and safety services are closely related to workplace supervision (Sucipto, 2014). The results showed that there were 63 respondents who carried out good supervision and took good preventive measures with a percentage of 98.44% while those who did not carry out good supervision and took good preventive measures were only 1 respondent with a percentage of 1.56%. This shows that supervision in relation to the use of the Covid-19 health protocol in the company is good. According to Siagian (2010) supervision is the process of observing an implementation of all organizational activities to ensure that all tasks being carried out are in accordance with previous plans. Good supervision will make the execution of work go well too. Control from K3 officers or leaders helps subordinates to work better and in accordance with procedures. Supervision carried out by K3 officers at the company will automatically make employees try to work well and of course comply with occupational health and safety efforts in this case in preventing Covid-19. According to Siagian (2010) supervision is the process of observing an implementation of all organizational activities to ensure that all tasks being carried out are in accordance with previous plans. Good supervision will make the execution of work go well too. Control from K3 officers or leaders helps subordinates to work better and in accordance with procedures. Supervision carried out by K3 officers at the company will automatically make employees try to work well and of course comply with occupational health and safety efforts in this case in preventing Covid-19. According to Siagian (2010) supervision is the process of observing an implementation of all organizational activities to ensure that all tasks being carried out are in accordance with previous plans. Good supervision will make the execution of work go well too. Control from K3 officers or leaders helps subordinates to work better and in accordance with procedures. Supervision carried out by K3 officers at the company will automatically make employees try to work well and of course comply with occupational health and safety efforts in this case in preventing Covid-19. Control from K3 officers or leaders helps subordinates to work better and in accordance with procedures. Supervision carried out by K3 officers at the company will automatically make employees try to work well and of course comply with occupational health and safety efforts in this case in preventing Covid-19. Control from K3 officers or leaders helps

subordinates to work better and in accordance with procedures. Supervision carried out by K3 officers at the company will automatically make employees try to work well and of course comply with occupational health and safety efforts in this case in preventing Covid-19.

Based on the analysis that has been carried out, all indicators of Occupational Safety and Health (K3) promotion have a relationship with the implementation of the Health Protocol in the company. The results of this study are supported by research by Waleleng, et al (2020). The results of this study indicate that as much as 51.8% of employees have made good prevention efforts. The results of the bivariate analysis showed that there was a significant effect between OSH training ( $p= 0.047$ ), communication ( $p= 0.000$ ) and supervision ( $p=0.000$ ) and implementation of the Health Protocol. The results of the multivariate analysis show that communication ( $p=0.000$ ; OR= 5.090) is the variable that has the most dominant influence on the implementation of the Health Protocol

#### 4. CONCLUSION

Promotion frequency distribution K3 in the company, namely from 64 respondents, 34 respondents or 53.1% of them assessed that the promotion of Occupational Safety and Health (K3) in the company was good. Then 30 respondents considered it sufficient with a percentage of 46.9%. Frequency distribution implementation of the Health Protocol in the company that out of 64 respondents, 46 respondents considered that the Implementation of the Health Protocol was good, namely with a percentage of 71.9%, then 16 respondents rated the Implementation of the Health Protocol in the sufficient category or with a percentage of 25.0% and only 2 respondents who assessing the Implementation of Health Protocols in the less category or with a percentage of 3.1%. There is a relationship between OHS Promotion and the implementation of Health Protocols in companies with a P value of  $0.000 < 0.05$ .

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