



**Occupational Safety in Indonesian Mining Companies: Analyzing Causes,
Effects and Preventive Measures: Case Study of PT Indonesia STAR Steel**

THESIS

Submitted as one of the requirements to obtain

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ABSTRACT

Occupational safety is still a problem in Indonesian mining, particularly in the high-risk nickel production zones. The causes, effects, and prevention of accidents at PT Indonesia STAR Steel, one of the largest mining companies in the nation, are examined in this study. The information was gathered using a qualitative approach, employing in-depth interviews and focus-group discussions (FGDs) with management, safety officers and frontline employees. To provide its analysis, the study makes use of the theories of safety culture, human error, and systems. The major conclusions show that inadequate safety culture, inadequate machinery maintenance, and inadequate training are the main causes of accidents. In actuality, these incidents result in not only bodily harm but also psychological distress, monetary losses, and long-term health issues. In particular, from the perspective of the employees, one of the concerns is the absence of continuous training and safety accountability. Stakeholders also made the case for implementing systemic changes such as risk identification, organized safety training, and the development and maintenance of a safety culture. The study's conclusions offer useful strategies for improving an organization's and employees' safety culture, as well as how to use equipment to do this in the workplace. These findings have larger ramifications for the application of policy and practice in the Indonesian mining industry than merely PT Indonesia STAR Steel.

Keywords: occupational safety, safety culture, Nickel mining, human error and systemic issues, training and machinery maintenance

ABSTRAK

Keselamatan kerja masih menjadi masalah dalam pertambangan Indonesia, khususnya di zona produksi nikel berisiko tinggi. Penyebab, dampak, dan pencegahan kecelakaan di PT Indonesia STAR Steel, salah satu perusahaan pertambangan terbesar di negara ini, dikaji dalam studi ini. Informasi dikumpulkan menggunakan pendekatan kualitatif melalui wawancara mendalam dan FGD dengan manajemen, pejabat keselamatan, dan karyawan garis depan. Untuk memberikan analisisnya, studi ini menggunakan teori budaya keselamatan, kesalahan manusia, dan sistem. Kesimpulan utama menunjukkan bahwa budaya keselamatan yang tidak memadai, perawatan mesin yang tidak memadai, dan pelatihan yang tidak memadai merupakan penyebab utama kecelakaan. Kenyataannya, insiden ini tidak hanya mengakibatkan cedera fisik tetapi juga tekanan psikologis, kerugian finansial, dan masalah kesehatan jangka panjang. Secara khusus, dari sudut pandang karyawan, salah satu yang menjadi perhatian adalah tidak adanya pelatihan berkelanjutan dan akuntabilitas keselamatan. Para pemangku kepentingan juga mengajukan kasus untuk menerapkan perubahan sistemik seperti identifikasi risiko, pelatihan keselamatan yang terorganisir, dan pengembangan serta pemeliharaan budaya keselamatan. Kesimpulan studi ini menawarkan strategi yang berguna untuk meningkatkan budaya keselamatan organisasi dan karyawan, serta cara menggunakan peralatan untuk melakukannya di tempat kerja. Temuan ini memiliki konsekuensi yang lebih besar bagi penerapan kebijakan dan praktik di industri pertambangan Indonesia, bukan hanya PT Indonesia STAR Steel.

Kata kunci: Keselamatan kerja, budaya keselamatan, penambangan nikel, kesalahan manusia dan masalah sistemik, pelatihan dan pemeliharaan mesin

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