



**THE IMPACT OF OCCUPATIONAL HEALTH AND SAFETY (OHS)
POLICIES ON EMPLOYEES' PSYCHOLOGICAL WELL-BEING IN
SOPPENG CITY**

**DAMPAK KEBIJAKAN KESEHATAN DAN KESELAMATAN KERJA
(K3) TERHADAP KESEJAHTERAAN PSIKOLOGIS KARYAWAN DI
KOTA SOPPENG**

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Abstract

This study aims to evaluate the impact of Occupational Health and Safety (OHS) policies on the psychological well-being of employees in Soppeng City. Utilizing a comprehensive literature review method, data were gathered from a variety of sources including journal articles, books, and research reports. The primary objective was to analyze the relationship between OHS policies and the psychological well-being of employees. The findings from the review suggest that the effective implementation of OHS policies can significantly enhance employees' psychological well-being. This enhancement is achieved by increasing job security, reducing stress, and improving job satisfaction. Effective OHS policies have been shown to positively impact employees' mental well-being, which in turn contributes to increased productivity and loyalty to the company. Therefore, this study provides valuable recommendations for companies in Soppeng City. It suggests that these companies should strengthen their OHS policies to foster better employee well-being and cultivate a healthier work environment. The research underscores the importance of continuous support and regular training in maintaining optimal health and safety standards at the workplace. Furthermore, it emphasizes the need for ongoing evaluation and adaptation of OHS policies to address emerging challenges in the work environment. By doing so, companies can ensure sustained employee well-being and overall organizational health. The study highlights that such proactive measures are not only beneficial for employees but also advantageous for the companies, as they lead to a more motivated and committed workforce. In conclusion, well-implemented OHS policies are essential for promoting psychological well-being among employees, thereby enhancing both individual and organizational performance.

Keywords: Occupational Health and Safety, Psychological Well-being, OHS Policies, Soppeng City.

Abstrak



Penelitian ini bertujuan untuk mengevaluasi dampak kebijakan Keselamatan dan Kesehatan Kerja (K3) terhadap kesejahteraan psikologis karyawan di Kota Soppeng. Dengan menggunakan metode tinjauan pustaka yang komprehensif, data dikumpulkan dari berbagai sumber termasuk artikel jurnal, buku, dan laporan penelitian. Tujuan utamanya adalah untuk menganalisis hubungan antara kebijakan K3 dan kesejahteraan psikologis karyawan. Temuan dari tinjauan ini menunjukkan bahwa implementasi efektif kebijakan K3 dapat secara signifikan meningkatkan kesejahteraan psikologis karyawan. Peningkatan ini dicapai dengan meningkatkan keamanan kerja, mengurangi stres, dan meningkatkan kepuasan kerja. Kebijakan K3 yang efektif telah terbukti berdampak positif pada kesejahteraan mental karyawan, yang pada gilirannya berkontribusi pada peningkatan produktivitas dan loyalitas terhadap perusahaan. Oleh karena itu, penelitian ini memberikan rekomendasi yang berharga bagi perusahaan-perusahaan di Kota Soppeng. Disarankan agar perusahaan-perusahaan ini memperkuat kebijakan K3 mereka untuk mendorong kesejahteraan karyawan yang lebih baik dan menciptakan lingkungan kerja yang lebih sehat. Penelitian ini menekankan pentingnya dukungan berkelanjutan dan pelatihan rutin dalam menjaga standar kesehatan dan keselamatan yang optimal di tempat kerja. Selain itu, penelitian ini menekankan perlunya evaluasi dan adaptasi kebijakan K3 secara berkelanjutan untuk mengatasi tantangan yang muncul di lingkungan kerja. Dengan demikian, perusahaan dapat memastikan kesejahteraan karyawan yang berkelanjutan dan kesehatan organisasi secara keseluruhan. Penelitian ini menyoroti bahwa langkah-langkah proaktif semacam itu tidak hanya bermanfaat bagi karyawan tetapi juga menguntungkan bagi perusahaan, karena menghasilkan tenaga kerja yang lebih termotivasi dan berdedikasi. Kesimpulannya, kebijakan K3 yang diterapkan dengan baik sangat penting untuk mempromosikan kesejahteraan psikologis di kalangan karyawan, sehingga meningkatkan kinerja individu dan organisasi.

Kata Kunci: Kesehatan dan Keselamatan Kerja, Kesejahteraan Psikologis, Kebijakan K3, Kota Soppeng.

INTRODUCTION

Occupational Health and Safety (OHS) is a crucial aspect in the working environment, aiming to protect both the physical and psychological well-being of employees. OHS policies are not solely focused on preventing workplace accidents and occupational diseases; they also have a significant impact on employees' psychological well-being. In Indonesia, the attention towards OHS has been increasing alongside the growing awareness of the importance of a safe and healthy working environment. Soppeng City, located in South Sulawesi, is one of the developing areas with a rising number of companies and industries. Therefore, the effective implementation of OHS policies is highly relevant to ensure employee well-being and promote productivity as well as the economic growth of the region.

The background of this study is based on the observation that although many companies have adopted OHS policies, not all employees feel the positive impact of these policies on their psychological well-being. Some employees in Soppeng City reportedly still experience stress, anxiety, and dissatisfaction, which may be related to a work environment that does not comprehensively address OHS aspects. This phenomenon indicates that the existing OHS policies may not be optimally implemented, or there are gaps that need to be addressed. Hence, this study aims to evaluate the extent to which OHS policies implemented in various companies in Soppeng City contribute to their employees' psychological well-being.

The main objective of this research is to identify the impact of OHS policies on the psychological well-being of employees in Soppeng City. This study aims to provide a comprehensive overview of how OHS policies can influence various aspects of psychological well-being, such as job satisfaction, stress levels, and work-life balance. Through an extensive literature review, this research also aims to identify



best practices in the implementation of OHS policies that companies in Soppeng City can adopt to enhance their employees' well-being.

The research problem focuses on whether the existing OHS policies are effective in improving employees' psychological well-being. Some companies might have implemented OHS policies well, yet there are still reports of unsatisfactory psychological conditions among employees. The research questions underpinning this study are: Are the OHS policies implemented in Soppeng City effective in improving employees' psychological well-being? What factors influence the effectiveness of these OHS policies? By understanding the impact of OHS policies on psychological well-being, this research hopes to identify areas that require improvement and provide recommendations for more effective policies in the future.

The importance of this research lies in its potential to provide deeper insights into the relationship between OHS policies and employees' psychological well-being. The results of this study are expected to serve as a basis for companies to improve their OHS policies, thereby creating a safer, healthier work environment that supports employees' psychological well-being. Moreover, this research is also anticipated to encourage local governments and related institutions to pay attention to and oversee the implementation of OHS policies in Soppeng City, aiming for better well-being for the entire workforce in the region.

Therefore, this research will not only contribute academically through an in-depth literature review but also offer practical solutions to improve employees' psychological well-being through better and more effective OHS policy implementation. This dual approach underscores the significance of the study in both academic and practical contexts, ensuring that its findings are relevant and beneficial to a wide range of stakeholders.

In conclusion, by evaluating the current state of OHS policies and their impact on psychological well-being, this study aims to bridge the gap between policy and practice. It seeks to provide actionable insights and recommendations that can be utilized by companies and policymakers alike to foster a work environment that is not only physically safe but also psychologically supportive. This holistic approach to workplace health and safety is essential for the sustainable growth and development of Soppeng City and its workforce.

METHODS

This study employs a literature review method to evaluate the impact of Occupational Health and Safety (OHS) policies on the psychological well-being of employees in Soppeng City. A literature review is a research method that focuses on collecting and analyzing information from various relevant literature sources, such as journal articles, books, research reports, and other published documents. This method was chosen because it allows the researcher to gain a deep understanding of the topic based on previous studies and to identify trends and gaps in the existing literature.

The first step in this literature review is to determine the research topic and formulate specific research questions, namely how OHS policies affect employees' psychological well-being. Next, a literature search is conducted using relevant keywords, such as "OHS policies," "employee psychological well-being," and "OHS impact." Literature sources are sought through academic databases like Google Scholar, PubMed, and ResearchGate, as well as university digital libraries.

After gathering the relevant literature, the next step is to screen the literature based on established inclusion and exclusion criteria. The inclusion criteria include literature that discusses OHS policies and psychological well-being, is in Indonesian or English, and has been published in the last five years to ensure relevance and currency. The exclusion criteria include literature that is not directly related to the topic, is of low quality, or originates from unreliable sources.



The selected literature is then critically analyzed to understand the methodologies, findings, and conclusions presented. This analysis is conducted by identifying main themes, patterns, and differences among the existing studies. The results of the analysis are used to synthesize information and draw conclusions about the impact of OHS policies on employees' psychological well-being.

This literature review also includes identifying gaps in the existing research and providing recommendations for further research. By using this method, it is hoped that significant contributions can be made to the understanding of OHS policies and the psychological well-being of employees in Soppeng City, as well as helping companies improve their OHS policies.

RESULTS AND DISCUSSION

Results

Impact of OHS Policies on Employees' Psychological Well-being

Based on the analysis of the literature, it was found that Occupational Health and Safety (OHS) policies have a significant impact on the psychological well-being of employees. Studies show that well-implemented OHS policies can create a safe and healthy work environment, which in turn enhances employees' psychological well-being. This is reflected in several aspects as follows:

1. Reduction of Work Stress

Effective Occupational Health and Safety (OHS) policies play a crucial role in reducing work stress among employees by minimizing the risk of accidents and hazards in the workplace. Research conducted by A. Rahayu et al. (2022) indicates that companies with high OHS standards tend to have lower employee stress levels compared to companies that do not comprehensively implement OHS policies.

Effective OHS policies encompass various aspects, such as safety training, the provision of personal protective equipment (PPE), and the implementation of safe work procedures. Good safety training helps employees understand potential workplace hazards and how to avoid them, thereby reducing anxiety caused by uncertainty about personal safety. The provision of adequate PPE ensures that employees are protected from physical injuries, which can reduce mental tension related to accident risks.

Moreover, safe and structured work procedures help create a more organized and predictable work environment, which in turn reduces stress. When employees feel safe and protected, they can focus better on their work without being distracted by safety concerns. A study by Ahmed and Kamal also found that employees in companies with stringent OHS policies feel more valued and supported by management, which contributes to their enhanced psychological well-being.

The implementation of good OHS policies benefits not only employees but also companies. Lower stress levels can increase productivity, reduce absenteeism, and lower costs associated with workplace accidents and occupational diseases. Therefore, investing in comprehensive OHS policies is a strategic step that can yield long-term benefits for companies.

2. Increased Job Satisfaction

A safe work environment has a significant impact on employees' job satisfaction. Employees who feel safe at work tend to be more satisfied with their jobs, which ultimately contributes to improved psychological well-being. According to research conducted by Irzal (2016), employees working in companies with strong Occupational Health and Safety (OHS) policies report higher job satisfaction levels compared to those working in companies without adequate OHS policies.



A safe work environment provides comfort and confidence to employees that they will not experience injuries or hazards while working. Strong OHS policies typically include safety training, the provision of protective equipment, and clear emergency response procedures. When employees feel protected by these policies, they are more likely to feel valued and cared for by management, which enhances their loyalty and motivation.

Furthermore, high job satisfaction is closely related to psychological well-being. Employees who are satisfied with their work environment tend to have lower stress levels and better mental health. They are also more motivated to work productively and contribute positively to organizational goals. Irzal (2016) shows that investing in OHS policies not only improves physical safety but also impacts psychological aspects, creating a more harmonious and productive work environment.

Therefore, ensuring a safe workplace through effective OHS policies is an important strategy for companies to enhance job satisfaction and overall employee well-being.

3. Increased Productivity

Effective Occupational Health and Safety (OHS) policies not only improve workplace safety but also contribute to increased employee productivity. Employees who feel safe and comfortable at work are more capable of working efficiently and have lower absenteeism rates. According to a study conducted by Tualeka (2020), companies that implement comprehensive OHS policies experience a 15% increase in employee productivity compared to companies that do not implement such policies.

When employees work in a safe environment, they can fully focus on their tasks without worrying about potential hazards or accidents. This reduces distractions and enhances concentration, thereby improving work efficiency. Additionally, with strong OHS policies in place, employees tend to be more motivated because they feel valued and cared for by the company. This motivation often translates into increased quality and quantity of work output.

Moreover, effective OHS policies also play a role in reducing absenteeism. Employees who work in safe and healthy conditions are less likely to suffer from work-related injuries or illnesses, thus they take fewer sick leaves. Lower absenteeism rates mean fewer disruptions in the daily operations of the company, allowing for a smoother workflow and higher productivity. Tualeka (2020) also indicates that companies with comprehensive OHS policies not only see increased productivity but also reduced costs associated with workplace accidents and insurance claims. Therefore, good OHS policies provide dual benefits: enhancing employee well-being and providing economic advantages for the company.

4. Reduced Absenteeism

Effective Occupational Health and Safety (OHS) policies have a significant impact on reducing absenteeism among employees. Employees working in a safe and healthy environment are less likely to experience work-related injuries or illnesses, thus they take fewer sick leaves. Research by E. P. Rahayu et al. (2022) found that companies with strong OHS policies have a 10% lower absenteeism rate compared to companies without adequate OHS policies.

A safe work environment reduces the risk of workplace accidents and occupational diseases, which are major factors causing employee absenteeism. Strong OHS policies include various preventive measures such as regular safety training, provision of personal protective equipment, and the implementation of safe work procedures. With these measures in place, employees feel more protected and less vulnerable to accidents or poor health conditions at work.

Additionally, good OHS policies also include health promotion programs that encourage healthy lifestyles among employees. These programs can include regular health check-ups, fitness



programs, and health education, all of which contribute to overall employee health improvement.

With lower absenteeism rates, companies can enjoy various benefits, including increased productivity and operational efficiency. When employees are consistently present, workflows become more stable and planned, reducing disruptions that can affect work output.

Factors Influencing the Effectiveness of OHS Policies

In addition to direct impacts, this research also identifies several factors that influence the effectiveness of Occupational Health and Safety (OHS) policies in enhancing the psychological well-being of employees:

1. Management Commitment

The effectiveness of Occupational Health and Safety (OHS) policies largely depends on management commitment. Companies with management that strongly commits to implementing OHS policies tend to be more successful in creating a safe and healthy work environment. Research by Wijaya et al. (2015) shows that proactive management support for OHS policies can improve employees' psychological well-being by up to 20%.

Strong management commitment to OHS is reflected in various actions, including adequate resource allocation for OHS programs, continuous training, and strict enforcement of safety procedures. Active and engaged management in OHS activities demonstrates to employees that their safety is a top priority. This can enhance employees' trust and loyalty towards the company. Additionally, management commitment to OHS plays a crucial role in shaping a safety culture in the workplace. By setting a good example and integrating safety practices into every operational aspect, management can encourage employees to be more aware and compliant with safety rules. This not only reduces the risk of workplace accidents and occupational diseases but also enhances employees' psychological well-being.

Nguyen (Wijaya et al., 2015) notes that when management actively supports OHS policies, employees feel more valued and secure, contributing to their improved psychological well-being. Thus, management commitment is key to ensuring the successful implementation of OHS policies and creating a better work environment for all employees.

2. Training and Education

Training and education on Occupational Health and Safety (OHS) are essential to ensure employees understand workplace safety and health procedures. Good training provides the knowledge and skills necessary for employees to recognize, avoid, and handle potential hazards in their work environment. A study by Soputan et al. (2014) found that effective OHS training can enhance employees' knowledge of safety and health, contributing to improved psychological well-being.

OHS training covers various topics, including hazard identification, the use of personal protective equipment (PPE), emergency response procedures, and safe work practices (Haedir et al., 2022). With this knowledge, employees feel more prepared and confident in performing their tasks, reducing anxiety and stress related to accident risks. The knowledge gained from OHS training also enables employees to actively participate in creating a safer work environment through involvement in safety programs and health initiatives.

Moreover, effective OHS training helps build a safety culture in the workplace. When employees understand the importance of safety and health at work, they are more likely to adhere to safety procedures and protocols and support their colleagues in maintaining a safe



work environment. This not only reduces accident incidents but also enhances solidarity and psychological well-being among employees.

Sopotan et al. (2014) indicate that increased safety and health knowledge through OHS training is closely related to improved psychological well-being of employees. Feeling safer and equipped with adequate knowledge, employees can work more calmly and productively.

3. Employee Involvement

Employee involvement in the planning and implementation of Occupational Health and Safety (OHS) policies is crucial to ensuring these policies are effective and accepted by the entire workforce. When employees are involved in this process, they tend to better understand and support OHS policies, ultimately increasing compliance and the overall effectiveness of these policies. Research by Wangi et al. (2020) shows that employee involvement in OHS policies can increase job satisfaction and psychological well-being by 25%.

Involving employees in OHS planning means engaging them in risk identification, developing safety procedures, and evaluating the effectiveness of existing policies. This creates a sense of ownership and responsibility among employees towards workplace safety. Employees who feel their voices are heard and opinions valued are more motivated to comply with and support OHS policies (Shabrina, 2022).

Additionally, employee involvement helps identify problems and solutions that may not be apparent to management. Employees working directly in the field have unique insights into potential hazards and practical ways to address them. Therefore, their participation can result in more effective OHS policies tailored to the actual needs of the workplace.

Research by Wangi et al. (2020) confirms that employees involved in OHS policies experience increased job satisfaction and psychological well-being. When employees feel they contribute to the safety and health of their work environment, they tend to feel more valued and motivated, contributing to a more positive and productive work environment.

Discussion

The results of the study indicate that Occupational Health and Safety (OHS) policies have a significant positive impact on the psychological well-being of employees in Soppeng City. These findings are consistent with previous research, which has shown that a safe and healthy work environment can enhance employees' psychological well-being.

1. Influence of OHS Policies on Reducing Work Stress

The reduction of work stress is one of the main impacts of the effective implementation of OHS policies. Work stress is often caused by unsafe working conditions and high risks of accidents. By mitigating these risks through effective OHS policies, employees can feel safer and better manage their stress. This result aligns with the findings of A. Rahayu et al. (2022), who demonstrated that employees in safe work environments have lower stress levels.

Effective OHS policies include various measures such as regular safety training, provision of personal protective equipment (PPE), and implementation of safe work procedures. These measures not only reduce physical risks but also alleviate the mental burden on employees, making them feel more secure and less anxious about potential hazards. When employees perceive their work environment as safe, it significantly lowers their stress levels, allowing them to perform their tasks more efficiently and with greater focus.

2. Job Satisfaction and Psychological Well-being

Increased job satisfaction is another crucial outcome of effective OHS policies. Job satisfaction not only reflects physical safety conditions but also encompasses psychological well-being.



Employees who are satisfied with their jobs tend to have better psychological well-being, which positively affects their productivity and loyalty to the company. This finding supports the research of Irzal (2016), which found that employees working in companies with strong OHS policies report higher job satisfaction levels.

A safe work environment fosters a sense of security and confidence among employees. When employees know they are protected from injuries and health hazards, they are more likely to experience job satisfaction. Additionally, the presence of strong OHS policies signals that the company values its employees' well-being, further enhancing their sense of being appreciated and respected. This positive perception of the workplace contributes to higher morale, motivation, and overall job satisfaction.

3. Productivity and Effectiveness of OHS Policies

The observed increase in employee productivity in this study also indicates that effective OHS policies can enhance employee performance. Employees who feel safe and comfortable at work are more capable of working efficiently and focusing on their tasks. This is consistent with the research of Tualeka (2020), which showed that companies with comprehensive OHS policies experience increased employee productivity.

When employees do not have to worry about safety issues, they can concentrate more on their work, leading to higher efficiency and output. Moreover, a secure work environment minimizes disruptions caused by accidents or health issues, allowing for a smoother workflow. The sense of security provided by robust OHS policies also enhances employees' engagement and commitment, further driving productivity improvements.

4. Reduction of Absenteeism and Employee Well-being

The reduction in absenteeism rates is another indicator of the effectiveness of OHS policies. Employees who feel safe and protected at work are generally healthier and less likely to experience workplace accidents, thus reducing their absenteeism. Research by E. P. Rahayu et al. (2022) supports this finding, showing that companies with strong OHS policies have lower absenteeism rates.

Effective OHS policies contribute to a healthier workforce by preventing accidents and occupational diseases. Regular safety training, provision of adequate PPE, and emergency preparedness reduce the likelihood of injuries and health issues. Additionally, promoting health and safety within the workplace encourages employees to adopt healthier lifestyles, further reducing absenteeism. Fewer absences translate to more consistent work performance and fewer operational disruptions.

5. Factors Influencing the Effectiveness of OHS Policies

Several key factors influence the effectiveness of OHS policies in enhancing employee psychological well-being. These include management commitment, training and education, and employee involvement.

a. Management Commitment:

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Effective OHS training helps build a safety culture in the workplace. When employees understand the importance of safety and health at work, they are more likely to adhere to safety procedures and protocols and support their colleagues in maintaining a safe work environment. This not only reduces accident incidents but also enhances solidarity and psychological well-being among employees.

c. Employee Involvement:

Employee involvement in the planning and implementation of OHS policies is crucial to ensuring these policies are effective and accepted by the entire workforce. When employees are involved in this process, they tend to better understand and support OHS policies, ultimately increasing compliance and the overall effectiveness of these policies. Research by Wangi et al. (2020) shows that employee involvement in OHS policies can increase job satisfaction and psychological well-being by 25%.

Involving employees in OHS planning means engaging them in risk identification, developing safety procedures, and evaluating the effectiveness of existing policies. This creates a sense of ownership and responsibility among employees towards workplace safety. Employees who feel their voices are heard and opinions valued are more motivated to comply with and support OHS policies (Shabrina, 2022).

Employee involvement helps identify problems and solutions that may not be apparent to management. Employees working directly in the field have unique insights into potential hazards and practical ways to address them. Therefore, their participation can result in more effective OHS policies tailored to the actual needs of the workplace.

Research by Wangi et al. (2020) confirms that employees involved in OHS policies experience increased job satisfaction and psychological well-being. When employees feel they contribute to the safety and health of their work environment, they tend to feel more valued and motivated, contributing to a more positive and productive work environment.



CONCLUSION

Conclusion

Based on the results and discussion presented, it can be concluded that Occupational Health and Safety (OHS) policies have a significantly positive impact on the psychological well-being of employees in Soppeng City. Effective implementation of OHS policies can reduce work stress, enhance job satisfaction, improve productivity, and decrease employee absenteeism.

One of the main factors influencing the effectiveness of OHS policies is management commitment. Management that is committed to consistently implementing OHS policies creates a safe and healthy work environment, which in turn enhances employees' psychological well-being. Proactive management support for OHS policies can improve employees' psychological well-being by up to 20%. This demonstrates the critical role of leadership in fostering a culture of safety and health within the organization. When employees see that management prioritizes their safety, it boosts their confidence and morale, leading to a more positive work atmosphere.

Training and education regarding OHS also play a crucial role. Through effective training, employees acquire the knowledge and skills needed to recognize and handle potential hazards, making them feel safer and more prepared to perform their duties. This contributes to reduced anxiety levels and improved psychological well-being. Regular training sessions ensure that employees are updated on the latest safety practices and protocols, which helps in maintaining a high level of awareness and preparedness in the workplace. This, in turn, reduces the likelihood of accidents and health issues, thereby promoting a healthier and more secure work environment.

Employee involvement in the planning and implementation of OHS policies is also important. Employees who are involved in this process are more likely to understand and support OHS policies, which increases job satisfaction and psychological well-being by up to 25%. Involvement in safety planning gives employees a sense of ownership and responsibility towards maintaining a safe work environment. This participatory approach not only enhances compliance with safety regulations but also fosters a collaborative culture where employees feel valued and heard.

Overall, effective OHS policies provide significant benefits to the psychological well-being of employees in Soppeng City, which in turn enhances productivity and reduces absenteeism in the workplace. A safe and healthy work environment is fundamental to employee satisfaction and efficiency. By reducing work-related stress and fostering a sense of security, OHS policies help in creating a positive and productive workplace. This highlights the importance of continuous improvement and commitment to safety standards as a means to support the overall well-being of employees and the success of the organization.

Recommendations

Based on the above conclusions, this study provides several recommendations for companies in Soppeng City and for further research:

1. Companies need to strengthen their OHS policies by adopting best practices in the industry and ensuring strong management commitment to the implementation of these policies.
2. Companies should provide adequate training to employees on occupational health and safety to enhance their knowledge and skills in dealing with workplace risks.
3. Companies need to involve employees in the planning and implementation of OHS policies to increase support and compliance with these policies.
4. Further research can be conducted to explore other factors that influence the effectiveness of OHS policies and to identify more effective strategies for enhancing employees' psychological well-being.



By implementing these recommendations, it is expected that companies in Soppeng City can create a safer, healthier work environment that supports employees' psychological well-being, ultimately improving productivity and overall company performance.

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