



## The Influence of Work Period and Work Location of Workers with Understanding of Corporate Life Saving Rules (CLSR) at Oil and Gas Fuel Terminal Companies in Indonesia

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### ABSTRACT

Knowledge is something that is owned by employees as a condition to be able to complete work, therefore better knowledge will lead to increased performance. In this study, the author uses a research design for education, dissemination and information to workers in the field by applying corporate life saving rules with periodic intervention using a cross-sectional study, namely the measurement of data on independent variables (location of work and years of service). and bound (knowledge of corporate life saving rules) only once at a time. The results of the study stated that there was a relationship between tenure and work location on the knowledge of corporate life saving rules (CLSR) workers with a P-value <0.05, so that it was concluded that there was a relationship between tenure and understanding of corporate life saving rules (CLSR) with The results show that workers with 1-5 years of service have a better level of understanding than workers with 6-10 years of service. Apart from working period, there is also a relationship between work location and understanding of corporate life saving rules (CLSR). Workers who work at the work site (site) have a better level of understanding than office workers. Overall, the level of understanding of workers on corporate life saving rules (CLSR) at fuel oil and gas terminal companies in Indonesia with a "good" level of understanding reached 50.3%, while workers who needed "improvement" in understanding reached 49.7%. These results indicate the need for education, dissemination and information through further periodic interventions to all workers, both in field locations and in offices.

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### Kata kunci:

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### ABSTRAK

Pengetahuan merupakan sesuatu yang dimiliki oleh karyawan sebagai syarat untuk dapat menyelesaikan pekerjaan, oleh karena itu pengetahuan yang semakin baik akan menyebabkan peningkatan kinerja. Dalam penelitian ini, penulis menggunakan desain penelitian edukasi, diseminasi dan informasi kepada pekerja di lapangan dengan penerapan *corporate life saving rules* dengan intervensi secara berkala dengan menggunakan studi potong lintang (*cross sectional study*) yaitu pada pengukuran data variabel bebas (lokasi kerja dan masa kerja) dan terikat (pengetahuan *corporate life saving rules*) hanya satu kali dalam satu waktu. Hasil penelitian menyatakan bahwasanya ada hubungan antara masa kerja dan lokasi kerja terhadap pengetahuan pekerja *corporate life saving rules* (CLSR) dengan nilai *P-value*<0,05, sehingga didapatkan kesimpulan terdapat hubungan antara masa kerja dengan pemahaman *corporate life saving rules* (CLSR) dengan hasil bahwa pekerja dengan masa kerja 1-5 tahun memiliki tingkat pemahaman yang lebih baik daripada pekerja yang memiliki masa kerja 6-10 tahun. Selain masa kerja, juga

terdapat hubungan antara lokasi kerja dengan pemahaman *corporate life saving rules* (CLSR). Pekerja yang bekerja di lokasi kerja (*site*) memiliki tingkat pemahaman yang lebih baik dibandingkan dengan pekerja kantor (*office*). Secara keseluruhan, tingkat pemahaman pekerja terhadap *corporate life saving rules* (CLSR) di perusahaan terminal bahan bakar minyak dan gas di Indonesia dengan tingkat pemahaman “baik” mencapai 50.3%, sedangkan pekerja yang membutuhkan “peningkatan” pemahaman mencapai 49,7%. Hasil tersebut menunjukkan perlunya edukasi, diseminasi dan informasi melalui intervensi berkala lebih lanjut kepada seluruh pekerja baik di lokasi lapangan maupun di perkantoran.



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## INTRODUCTION

The development of the oil and gas industry is growing and attracting special attention with the many series of incident risks related to knowledge of regulations at work sites (Ganguli & Sen, 2020; Yogama et al., 2022). Work safety regulations are very important in the work industry which is the key to work safety, especially in industries with a high risk of work accidents (Hassan et al., 2020; Pradani et al., 2021).

Workplace regulations must be complied with and implement appropriate procedures that have been determined to ensure safety at work, especially in the oil and gas industry, which is a core value (Asad et al., 2019; Meng et al., 2019). Work safety non-compliance can be caused by a worker's lack of knowledge by targeting the prevention of an incident, ensuring the company's energy security, encouraging workers to be disciplined in a systematic workplace (Sasol, 2018; Scotti et al., 2018).

The International Association of Oil and Gas Producers (IOGP) issued a regulation called life saving rules (LSR) with the aim of the oil and gas industry being able to maximize risk mitigation and minimize the occurrence of work accidents, both material and fatal. Based on work accident data since 2020, there have been work accidents reaching 78% of fatal accidents and have been overcome by implementing life saving rules (Abanum et al., 2020; Alkhaldi, M, Pathirage, C and Kulatunga, 2017) with application in the oil and gas (oil and gas) industry sector, it can maximally comply with safety regulations, and risk management (Azhari et al., 2022; Walker et al., 2020).

Life saving rules are one of the occupational safety and health cultures through periodic intervention, if it is not maximized with a lack of management commitment and poor leadership in safety at work in a company, it is necessary to create awareness of the occupational health and safety management system in the company and knowledge of workers to achieve goals. work accident prevention (Abanum et al., 2020; Walker et al., 2020)

Workers in the oil and gas sector are exposed to hazardous conditions and are always involved in high-risk activities, with the possibility of work accidents with the socialization of life saving rules on a regular basis with the aim of improving work safety to protect workers from all kinds of incidents (Dmitrievsky et al., 2020) Therefore, studies in this sector are imperative to increase knowledge among workers, which is very important for workers' awareness in securing energy assets, maintaining worker safety, and a green environment (Industri et al., 2021; Raut et al., 2018).

The company where the research is conducted defines Corporate Live Saving Rules as an area/type of work that has the potential (contributory factor) to the occurrence of fatality incidents, and risk control efforts must be made to reduce the potential for fatality incidents. Corporate Live Saving Rules consist of 12 (twelve) elements, including tools & equipment, safe zone position, permit to work, isolation, confined space, lifting operation, fit to work, working at height, personal floatation device, system override, asset integrity, and driving safety (Scotti et al., 2018).

No	Element	Element Explanation
1	Tools & Equipment	Ensure that equipment and supplies are suitable for use, maintained and in accordance with the work being carried out
2	Safe Zone Position	Make sure you work in the area as well as in safe position.
3	Permit to Work	Every job must have a work permit according to the risk
4	Isolation	Ensure energy is isolated before doing work, with the Log Out, Tag Out and Discharge Test rules
5	Confined Space	Make sure you have a valid authorization and work permit before entering the confined space
6	Lifting Operation	Ensure that lifting operations are planned, supervised and carried out by competent personnel
7	Fit to Work	Ensuring you meet medical requirements and are fit for the job
8	Working at Height	Ensure that a fall prevention device is available when working at height
9	Personal Floatation Device	Ensure that life vests are used when working in areas that have a potential drowning hazard.
10	System Override	Ensure obtaining permission and authorization before overriding/bypassing or disabling/disabled safety critical equipment
11	Asset Integrity	Ensure that the facility has been inspected, tested and maintained in accordance with procedures and regulations
12	Safety Driving	Ensuring Drivers, Passengers and vehicles comply with applicable driving safety regulations.

These elements are compiled based on the statistics of contributor fatalities in the company over a certain period of time. This study aims to measure the level of employee understanding of the elements of the company's Corporate Live Savings Rules

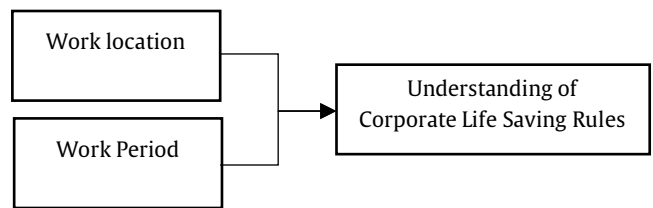
**METHOD**

The sampling location is in one of the oil and gas terminal companies in Indonesia which is located in the West Java Region, precisely in West Java Province, DKI Jakarta Province and Banten Province. The sample in this study amounted to 972 workers, consisting of workers & partners (outsourcing). The workers are also divided into 2 work locations, namely in the office and in the field (terminal site). This number does not represent the total population of the company due to the limitations of the Covid-19 pandemic so that not all workers can contribute to the research. Data collection techniques using online questionnaires/google forms(Ni et al., 2019).

The questions to measure the level of understanding of workers consist of several elements that are regulated in the company where the sample is taken, including tools & equipment, safe zone position, permit to work, isolation, confined space, lifting operation, fit to work, working at

height, personal floatation device, system override, asset integrity, and driving safety. The research design applies education, dissemination and information to workers in the field by applying live saving rules with regular intervention using a cross-sectional study, namely the measurement of data on independent variables (work location and years of service) and bound (life saving knowledge rules) only once at the time of measurement (Alamanda Putri, 2019; Asad et al., 2019). The analysis method uses univariate analysis by distributing based on variables and bivariate analysis using chi square to measure the effect of knowledge on life saving rules.

**Framework 1.1 Work Safety Program in Increasing Knowledge of Corporate Life Saving Rules**



**RESULT AND DISCUSSION**

**Table 1. Relationship between tenure and understanding of corporate life saving rules**

Understanding CLSR	Work Period				Sig.
	1-5 Years		6-10 Years		
	n	%	N	%	
Good	320	65.8%	169	34.2%	0,000
Not Good	166	34.8%	317	65.2%	

Based on the table above, the results obtained are that those with a working period of 1-5 years have good knowledge reaching 65.8%, and those requiring further improvement in workers' understanding are 34.8%. Meanwhile, workers with 6-10 years of service have a good knowledge of 34.2% and 65.2% who need further understanding.

The results of statistical tests show that there is a relationship between tenure and understanding of corporate life saving rules (CLSR) for workers at oil and gas terminal companies. The results showed that workers with 1-5 years of service had better knowledge than those with 6-10 years of service. There are several factors that affect the level of understanding based on the period of service, including the lack of optimal implementation of work safety programs that focus on corporate life saving rules, the emergence of a sense of indifference to a job, workers are not aware that the implementation of corporate life saving rules (CLSR) is a support to improve work safety and minimize the occurrence of work accidents(Arthindo & Minas, 2019; Suryanto, 2015).

This study is in line with research conducted by Kurniawati (2014) which states that there is a relationship between tenure and knowledge with P < 0.05. Where the tenure is a period of time in which a person is actively involved in an organization and reflects the loyalty of the workforce in a company where he works and the tenure can

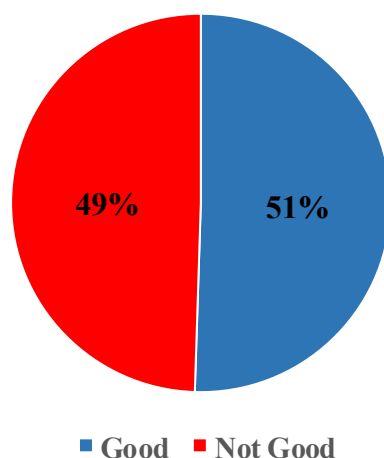
be seen from how long the workforce devotes themselves to the company, and how the relationship between the company and its workforce. Muchdarsyah stated that in establishing a more harmonious cooperative relationship, each party needs to increase a sense of responsibility, a sense of belonging, courage, and introspection in the context of the company's continuity so that the workforce can calmly produce so that productivity is high.(Cofriyanti et al., 2017).

This study is in line with research conducted by Wahyuningsih (2017) which states that there is a relationship between tenure and knowledge with p <0.05. Where the working period is something that affects a person in the nature of work, where the less the length of a person's service, the higher the level of indifference from the worker and does not care about the knowledge obtained so that it affects the knowledge of the worker. And vice versa, the longer a person's working period, the higher the level of knowledge and so it affects the knowledge of the worker(Putri et al., 2017).

There is a relationship between the level of tenure and the level of knowledge because it cannot be denied that the longer the tenure, the higher the worker will receive information and in the end the more knowledge the worker will have. Conversely, if someone still has a low tenure, it will hinder the development of a person's attitude towards receiving information and values that have just been introduced(Dharmawati & Wirata, 2016).

Fig.1 Comparison of workers' level of understanding of CLSR

### Understanding of Corporate Life Saving Rules for Oil and Gas Terminals in Indonesia



When viewed from the total number of samples studied, the results obtained by workers' understanding of the company's Corporate Live Saving Rules, namely 50.3% of workers entered the criteria for a good level of understanding, while 49.7% of workers entered the criteria for understanding the need for development (less).

Based on the results of the study, the understanding of workers towards corporate life saving rules (CLSR) with the results of good/good understanding reached 50.3% while the result of poor understanding of workers/Need Exposure was 49.7%. This should be the concern of company management to make decisions immediately by increasing the knowledge of workers.

This study is in line with research conducted by Siregar (2014) that there is a relationship between knowledge and work accidents at PT. Aqua Golden Mississippi Bekasi with  $p < 0.000$ . The knowledge measured in this study is the respondent's understanding of the causes of work accidents and OSH policies. Most of the respondents from Siregar's research (2014) have less knowledge about the causes of work accidents and K3 policies, out of 106 respondents there are 65 respondents (61.3%) who lack knowledge. This

research is in accordance with Green's opinion which states that knowledge is one of the important factors in motivating someone to act. A person's behavior based on knowledge will be more enduring than someone's behavior without knowledge. The more positive the behavior he does, the more he will be able to avoid unwanted events (Cofriyanti et al., 2017; Dartanto et al., 2020).

Workers who have high knowledge will be able to distinguish and know the dangers around them and can do work in accordance with existing procedures because they are aware of the risks they accept, so work accidents can be avoided. Workers who have high knowledge will try to avoid minor accidents because they are aware that minor accidents will lead to more serious work accidents. If workers have good knowledge then they will act positively and try to avoid work accidents. Conversely, workers who have low knowledge will tend to ignore the dangers around them and do not do work according to procedures because ignorance of the risk will be accepted. Workers who have knowledge of occupational health and safety will tend to work in a hurry and just want to get the job done quickly in order to save time and break time to be faster (Morton, 2020; Pillay, 2015).

Table 2. Relationship between work location and understanding of Corporate Life Saving Rules

Understanding CLSR	Work location				Sig.
	Area		Office		
	N	%	N	%	
Good	262	53.9%	226	46.1%	0,000
Not Good	224	46.5%	260	53.5%	

Based on the table above, the results obtained at the location in the field (terminal site) with good knowledge reached 53.9% and needed further intervention by 46.5%, while at locations in the office with good knowledge it was 46.1% while those requiring further intervention were 53.5%

The results of statistical tests show that there is a relationship between work location and understanding of corporate life saving rules (CLSR) for oil and gas terminal workers in Indonesia. The results showed that workers who worked in the field (site/terminal) had good knowledge of

53.9% compared to workers who worked in the office (office), where the percentage of knowledge from the location in the office was 46.1%. There are several influencing factors, namely the less than optimal implementation of work safety programs, as well as the placement of company locations that have not been maximized and the lack of education and information related to corporate life saving rules (CLSR).

This research is in line with research conducted by this study in line with Yunita's research (2016) which states that

there is a relationship between work location and knowledge with  $p < 0.05$ . Where the placement of human resources is an important component in the company. Human resources can move the company to achieve the goals that have been set, such as increasing the knowledge of workers (Yunita, K. E., Yulianthini, N. N., & Bagia, 2016).

This research is in line with research conducted by this study in line with Yani's research (2016) which states that there is a relationship between work location and knowledge with  $p < 0.05$ . Where the location determines the conditions and challenges that must be faced and is one of the factors that affect the knowledge of workers in a company (Yani et al., 2016).

Companies must be able to choose the appropriate placement of human resources because they can play an active role effectively and efficiently. To be able to choose qualified human resources and match the company's qualifications, it is necessary to manage the placement of workers or human resources. Because every HRM activity requires thinking and understanding about what will work well and what will not in a company (Satoto, 2020).

## CONCLUSIONS AND SUGGESTIONS

In terms of tenure, workers with 1-5 years of service have good knowledge reaching 65.8%, and those who need further understanding increase by 34.8%. Meanwhile, workers with 6-10 years of service have a good knowledge of 34.2% and 65.2% who need further understanding. As for the placement of work locations (field & office), the results of understanding workers in the field (site terminal) with good knowledge reached 53.9% and needed further intervention by 46.5% while in office workers with good knowledge were 46.1% while those requiring intervention further by 53.5%.

There is a relationship between tenure and work location placement of workers with understanding of corporate life saving rules (CLSR) in line with the percentage level of understanding of the entire sample of workers. The total number of workers with good understanding reached 50.3%, while the result of poor understanding of workers/Need Exposure was 49.7%.

The company management needs to conduct further intervention on understanding the company's corporate life saving rules. The provision of education, dissemination and further information needs to be carried out periodically in order to increase a better understanding of the workers, as well as to create awareness in implementing a work safety culture.

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## Conflict of Interest Statement

This article was written and is expected to publish for the benefit of research in the company and increase knowledge in the world of work safety, the author asks for knowledge by writing and developing knowledge for all readers

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