

Implementation of Occupational Health and Safety Protection Based on Law No. 13 of 2003 Article 86 Paragraph (1) in the Perspective of Maslahah Mursalah at CV. Anugrah Teknik Majalaya

Gugun Restu Yudhistira¹, Sandrik Puji Maulana^{2*}, Deden Faldi Ramadan³, Ridwan Apandi⁴, Ohan Wahyu Nurjaman⁵, Gamal Abdul Nasir Zakaria⁶, Udin Saripudin⁷, Elan Jaelani⁸, Dani Ramdani⁹, R. Sinsin Rosyidin¹⁰

^{1,2,3,4,5}STAI Bhakti Persada Majalaya

⁶Universiti Brunei Darussalaam

⁷Universitas Islam, Bandung

⁸Universitas Islam Nusantara Sunan Gunung Djati

⁹Universitas Negeri, Surabaya

¹⁰Sekolah Indonesia Mekkah Arab Saudi

Corresponding Author: Sandrik Maulana Puji; sandrikpuji.0606@gmail.com

ARTICLE INFO

Keywords: Occupational Health and Safety, Law No. 13 of 2003, Maslahah

Received : 5 Maret

Revised : 23 April

Accepted: 23 Mei

©2025 Yudhistira, Maulana, Ramadhan, Apandi, Nurjaman, Zakaria, Saripudin, Jaelani, Ramdani, Rosyidin: This is an open-access article distributed under the terms of the [Creative Commons Attribution 4.0 International](https://creativecommons.org/licenses/by/4.0/).



ABSTRACT

This study examines the implementation of occupational health and safety (OHS) protection as regulated in Law No. 13 of 2003 Article 86 paragraph (1), with an analysis of the Maslahah Mursalah perspective. The study was conducted at CV. Anugrah Teknik Majalaya, a manufacturing company in West Java that has a high risk of work accidents due to the use of machines and manual labor. Using qualitative methods through interviews, observations, and document analysis, this study identified the reality of OHS implementation, the legal and normative Islamic basis that supports it, and the challenges in increasing safety awareness among workers. The results of the study indicate a gap between legal regulations and implementation in the field. The Maslahah Mursalah concept strengthens the religious and ethical urgency in implementing OHS protection, in line with Islamic principles on safeguarding lives and property. Recommendations provided include the integration of religious education in safety training and the establishment of a collaborative safe work culture in the company

INTRODUCTION

Occupational health and safety (K3) is a basic right of every worker guaranteed by the constitution and laws and regulations in Indonesia. The government, through various regulations, has set standards and obligations for every company to create a safe, healthy, and decent work environment. This reflects the state's concern for the protection of workers as an important asset in national development. Legally, every company is required to comply with these provisions as a form of social and moral responsibility towards workers.

However, the implementation of K3 policies in various industrial sectors, especially in small and medium enterprises, still encounters many obstacles. One example is CV. Anugrah Teknik Majalaya, a manufacturing company engaged in lathe and CNC welding workshops. Although this company operates in a sector that has a fairly high risk of work accidents, the implementation of K3 has not been carried out comprehensively and systematically. There are still many work practices that ignore safety aspects, such as inconsistent use of personal protective equipment (PPE) and lack of supervision of the condition of machines and work tools.

Law No. Article 86 of Law No. 13 of 2003 explicitly states that every worker has the right to receive protection for occupational safety and health, morals and morality, and treatment in accordance with human dignity and honor. This provision not only contains legal meaning, but also contains high humanitarian and ethical values. Unfortunately, in practice, violations or negligence of this provision are still often found, either due to lack of knowledge, lack of resources, or weak management commitment.

Various incidents of work accidents that occur in the field reflect the suboptimal implementation of K3. These accidents are not only detrimental in terms of material, but also have an impact on the psychological condition of workers and the image of the company. Many of these accidents could actually be prevented if the company and workers had a high understanding and awareness of the importance of occupational safety. Therefore, a more comprehensive and integrative approach is needed in building a strong and sustainable occupational safety culture.

This article aims to evaluate the implementation of K3 at CV. Anugrah Teknik Majalaya and analyze it from the perspective of the Islamic concept of *Maslahah Mursalah*. This concept emphasizes the importance of protecting the soul (*hifz al-nafs*) and property (*hifz al-mal*) as part of *maqashid al-syariah* or the main objective of Islamic law. With this approach, it is hoped that a new awareness will emerge that occupational safety is not only a legal obligation, but also a moral and spiritual responsibility. This study aims to bridge the gap between positive legal regulations and ethical-religious motivations as an effort to build a safe and dignified work environment.

LITERATURE REVIEW

Regulations on Occupational Health and Safety (OHS) in Indonesia have been regulated in various legal instruments aimed at ensuring protection for workers. The two main regulations that form the basis for the implementation of OHS are Law No. 13 of 2003 concerning Manpower and Law No. 1 of 1970

concerning Occupational Safety. Both of these regulations emphasize that every company is obliged to create a safe, healthy, and decent working environment for all workers.

Law No. 1 of 1970 specifically regulates the implementation of occupational safety in the workplace, including the obligation to provide personal protective equipment (PPE), supervision of working conditions, and maintenance of work equipment. Meanwhile, Law No. 13 of 2003 emphasizes the importance of protecting occupational safety and health as part of workers' rights that cannot be reduced under any circumstances. In practice, the effectiveness of the implementation of this regulation is highly dependent on the commitment and awareness of the company and workers.

Theoretically, the implementation of OHS can be analyzed through H.W. Heinrich's Domino theory. This theory explains that most work accidents are caused by unsafe acts and unsafe conditions, which are the result of human error and weaknesses in the work system. Heinrich states that by systematically addressing these causes, the potential for accidents can be significantly reduced. Within the framework of Islamic thought, protection of work safety also has a strong theological and ethical basis. One important concept in Islamic jurisprudence is *Maslahah Mursalah*, which is the consideration of public interest in determining the law when no explicit evidence is found in the Qur'an or Hadith. This concept emphasizes the need to maintain the five main things in *maqashid al-syariah*, namely religion, soul, mind, descendants, and property.

Maslahah Mursalah provides normative justification that every effort to protect the lives and property of workers is part of the sharia obligation. Therefore, in the context of implementing K3, *Maslahah Mursalah* becomes relevant as an approach that is not only legal-formal, but also contains ethical and spiritual dimensions. The integration between the positive legal approach and Islamic values is expected to encourage a more holistic and sustainable implementation of K3.

Previous Research

Analysis of Worker Awareness of the Use of Personal Protective Equipment (PPE) in Construction Projects

This study identified five main variables that influence worker awareness of the use of PPE, namely direction from HSE staff, knowledge of PPE, understanding of the use of body harnesses, checking the condition of body harnesses, and the quality of equipment provided by the company. Human, organizational, and equipment factors are the dominant factors that influence the level of worker awareness.

Similarities: As in CV. Anugrah Teknik, low worker awareness of the use of PPE is also a major problem. While the differences: This study focuses on the construction sector, while CV. Anugrah Teknik is engaged in mechanical engineering.

Case Study of K3 Implementation at PT Gunbuster Nickel Industry

This study identifies best practices in the implementation of K3 at PT Gunbuster Nickel Industry, including routine training and maintenance of work tools. The impact of the implementation of effective K3 policies in this company

includes a decrease in the number of work accidents, increased productivity, and improved company image.

Similarities: Emphasizes the importance of routine training and maintenance of work tools, which is also a problem at CV. Anugrah Teknik. While the differences: The companies studied have a larger scale and more resources than CV. Anugrah Teknik.

Relationship between K3 Training, Use of PPE, Installation of Safety Signs, and Implementation of SOPs with the Occurrence of Work Accident Risks

This study shows that K3 training, use of PPE, installation of safety signs, and implementation of good SOPs can reduce the risk of work accidents in the garment industry. Based on the results of the Chi-Square statistical test, there is a correlation between these factors and the risk of work accidents.

Similarities: Emphasize the importance of K3 training and use of PPE to reduce the risk of work accidents, which is also relevant to CV. Anugrah Teknik. While the differences: The focus of this study is on the garment industry, while CV. Anugrah Teknik is engaged in mechanical engineering.

Analysis of Worker Awareness in the Use of Personal Protective Equipment in the Manufacturing Industry

This study identified that the lack of training and workers' indifference are the causes of the low use of PPE in the manufacturing industry. Although workers know the importance of using PPE, negative attitudes and the lack of binding policies lead to neglect of work safety.

Similarities: As in CV. Anugrah Teknik, the lack of training and workers' indifference are also major problems. While the differences: This study focuses on the manufacturing industry in general, while CV. Anugrah Teknik specializes in mechanical engineering.

Implementation of Occupational Safety and Health Program at PT PLN (Persero) UP3 Semarang

This study analyzes the OHS program at PT PLN (Persero) UP3 Semarang, including training and use of PPE, as well as the challenges faced in its implementation. An effective OHS program can create a safe and healthy work environment, thereby reducing the risk of work accidents and increasing productivity.

Similarities: Emphasizing the importance of training and use of PPE in the OHS program, which is also a concern at CV. Anugrah Teknik. While differences: The larger company scale and different sectors are the main differences compared to CV. Anugrah Teknik.

In general, previous studies have shown that low worker awareness of the use of PPE, lack of routine training, and inadequate maintenance of work tools are common problems in the implementation of OHS in various industrial sectors. CV. Anugrah Teknik Majalaya faces similar challenges, especially in terms of worker awareness and lack of routine training. However, differences in industrial sectors and company scales are factors that differentiate the context of OHS implementation at CV. Anugrah Teknik with the companies studied in previous studies.

METHODOLOGY

This study uses a qualitative approach with the aim of exploring in depth the reality of the implementation of occupational health and safety (OHS) at CV. Anugrah Teknik Majalaya. This approach was chosen because it is able to reveal the meaning, perceptions, and values adopted by the research subjects in the context of their social and work culture. This approach also allows researchers to understand the phenomenon from the perspective of participants directly in the field.

Data collection was carried out through several main techniques, namely in-depth interviews with management and workers who have direct experience related to the implementation of OHS in the company. These interviews are semi-structured, allowing researchers to explore relevant information flexibly but still focused on the focus of the research. In addition to interviews, direct observation in the work environment was also carried out to determine the real conditions of OHS implementation, including the use of personal protective equipment (PPE), machine conditions, and work patterns of workers.

In addition to the two main techniques above, document analysis was also conducted on various company documents, such as internal OHS policies, work accident records, and safety training data. The aim is to strengthen field findings and provide a formal context for the implementation of OHS in the company. The documents were analyzed to assess the extent to which the company has a formal system or mechanism in managing OHS.

Data validity is maintained through triangulation techniques, namely by comparing data from various sources and methods. Triangulation is carried out between the results of interviews, observations, and document analysis. In this way, the data obtained becomes stronger, more reliable, and able to reflect the actual conditions in the field. This is important to avoid bias and ensure the accuracy of the research results.

Furthermore, the collected data was analyzed using a thematic approach. Thematic analysis is carried out by identifying, grouping, and interpreting the main themes that emerge from field data. These themes are then explained in the context of the research objectives and linked to previously determined theories and frameworks of thought, especially in relation to the concept of Maslahah Mursalah and the implementation of OHS in the Islamic work environment.

RESULTS

The implementation of Occupational Safety and Health (K3) at CV. Anugrah Teknik Majalaya shows serious challenges that need to be addressed immediately. One of the main problems is the low awareness and inconsistency in the use of Personal Protective Equipment (PPE) by workers. This can be caused by a lack of understanding of the importance of PPE in protecting themselves from potential hazards in the workplace. Without adequate awareness, workers tend to ignore the use of PPE, which increases the risk of work accidents.

In addition, the absence of routine training and safety monitoring is another contributing factor. K3 training that is not carried out regularly results in a lack of knowledge and skills of workers in dealing with emergency situations

or potential hazards. Without adequate training, workers may not know how to act safely, which can worsen conditions in the field. Safety monitoring that is not carried out routinely also results in a lack of supervision of the implementation of safety procedures, so that potential hazards are not detected and handled quickly.

Lack of maintenance of work tools is also a significant problem. Work tools that are not properly maintained can experience damage or malfunction when used, potentially causing accidents. Routine maintenance and preventive maintenance of work tools are essential to ensure that the tools function properly and are safe to use. Without proper maintenance, the risk of accidents increases, and work productivity can be disrupted.

Previous work accidents that occurred due to negligence and damage to tools are clear evidence of the lack of attention to the K3 aspect. Negligence in following safety procedures or inconsistent use of PPE can cause injury or even fatal accidents. In addition, damage to tools that is not immediately repaired or replaced can worsen working conditions and increase the potential for danger. Accidents that occur not only harm workers physically and mentally, but can also lower team morale and damage the company's reputation.

To overcome this problem, there needs to be a commitment from company management to improve the implementation of K3. Steps that can be taken include increasing worker awareness through regular socialization and training, ensuring the availability and use of appropriate PPE, carrying out regular maintenance of work tools, and implementing an effective safety monitoring and evaluation system. With these steps, it is expected to create a safe, healthy, and productive work environment, as well as reduce the risk of work accidents in the future.

Table 1. Work Accident Cases at CV. Anugrah Teknik Majalaya

Year	Type of Accidents	Reason	Consequence
2018	Hand wounds	Unsafe machines & fatigue	Severe laceration
2019	Eye irritation	Welding fumes, no goggles	Temporary visual impairment

DISCUSSION

The implementation of Occupational Safety and Health (K3) at CV. Anugrah Teknik Majalaya shows serious challenges that need to be addressed immediately. One of the main problems is the low awareness and inconsistency in the use of Personal Protective Equipment (PPE) by workers. This can be caused by a lack of understanding of the importance of PPE in protecting themselves from potential hazards in the workplace. Without adequate awareness, workers tend to ignore the use of PPE, which increases the risk of work accidents.

In addition, the absence of routine training and safety monitoring is another contributing factor. K3 training that is not carried out regularly results in a lack of knowledge and skills of workers in dealing with emergency situations or potential hazards. Without adequate training, workers may not know how to

act safely, which can worsen conditions in the field. Safety monitoring that is not carried out routinely also causes a lack of supervision of the implementation of safety procedures, so that potential hazards are not detected and handled quickly.

Lack of maintenance of work tools is also a significant problem. Work tools that are not properly maintained can experience damage or malfunction when used, which has the potential to cause accidents. Routine maintenance and preventive maintenance of work tools are essential to ensure that the tools function properly and are safe to use. Without proper maintenance, the risk of accidents increases, and work productivity can be disrupted.

Previous work accidents that occurred due to negligence and equipment damage are clear evidence of the lack of attention to the K3 aspect. Negligence in following safety procedures or inconsistent use of PPE can cause injury or even fatal accidents. In addition, equipment damage that is not immediately repaired or replaced can worsen working conditions and increase the potential for danger. Accidents that occur not only harm workers physically and mentally, but can also lower team morale and harm the company's reputation.

To overcome this problem, there needs to be a commitment from company management to improve the implementation of K3. Steps that can be taken include increasing worker awareness through routine socialization and training, ensuring the availability and use of appropriate PPE, carrying out regular maintenance of work equipment, and implementing an effective safety monitoring and evaluation system. With these steps, it is hoped that a safe, healthy, and productive work environment can be created, as well as reducing the risk of work accidents in the future.

In addition to technical and legal aspects, the implementation of K3 can also be strengthened by an approach to religious values. From an Islamic perspective, the concept of *maslahah mursalah* provides a strong foundation for maintaining the safety of life and property as part of sharia obligations. *Maslahah mursalah* is an Islamic legal principle used to determine policies or actions that are not explicitly mentioned in the Qur'an or Hadith, but are considered beneficial and do not conflict with the objectives of sharia, namely protecting religion, soul, mind, descendants, and property. In the context of K3, the application of this principle means that maintaining the safety and health of workers is part of an effort to maintain the welfare of the community and should not be ignored.

By integrating the values of *maslahah mursalah* into occupational safety policies, companies can create a work culture that not only complies with legal regulations, but is also based on ethics and social responsibility. This can strengthen the shared commitment between management and workers to create a safe and healthy work environment. In addition, this approach can also increase motivation and job satisfaction, because workers feel valued and protected in carrying out their duties.

Overall, effective implementation of K3 requires a holistic approach, covering technical, legal, and religious aspects. With a strong commitment from all parties and the application of appropriate principles, it is hoped that a safe, healthy, and productive work environment can be created, as well as reducing the risk of work accidents in the future.

CONCLUSIONS AND RECOMMENDATIONS

Occupational Safety and Health (OHS) practices at CV. Anugrah Teknik Majalaya currently do not fully comply with national legal provisions or Islamic sharia principles. Legally, companies are obliged to protect the safety and health of workers through the implementation of strict OHS standards. From a religious perspective, Islam emphasizes the importance of preserving the soul (hifzh nafs) as one of the main objectives of the sharia (maqashid syariah), which includes protecting the safety of individuals in the work environment. Failure to implement adequate OHS practices not only risks violating laws and regulations, but also conflicts with religious values that emphasize the importance of maintaining human safety and well-being.

To improve OHS implementation, companies are advised to hold regular training that integrates technical aspects of OHS with Islamic work ethics. This training aims to increase worker awareness of the importance of occupational safety and to shape attitudes and behaviors that are in accordance with religious values. In addition, consistent enforcement of the use of Personal Protective Equipment (PPE) and regular inspection of work equipment are essential to prevent workplace accidents caused by negligence or equipment damage. These steps are in line with the principles of Islamic law which emphasize the importance of protecting lives and property.

Building a work safety culture based on religious values requires commitment from all elements of the company, from management to workers. Integration of religious values into work safety policies can strengthen shared commitment in creating a safe and healthy work environment. Thus, the company not only fulfills legal obligations, but also carries out moral and spiritual responsibilities in protecting the safety and welfare of workers. This approach is expected to increase productivity, reduce the risk of work accidents, and create a harmonious and sustainable work environment.

FURTHER STUDY

Further research can explore the impact of religion-based K3 programs on reducing accident rates and worker compliance levels in other industrial sectors.

ACKNOWLEDGMENT

The author would like to thank the management and employees of CV. Anugrah Teknik Majalaya for the cooperation provided, as well as to Bhakti Persada University for its academic support.

REFERENCES

- Adolph, R. (2016a). 済無No Title No Title No Title. 3(4), 1-23.
- Adolph, R. (2016b). 済無No Title No Title No Title. 1-23.
- Alfidyani, K. S., Lestantyo, D., & Wahyuni, I. (2020). HUBUNGAN PELATIHAN K3, PENGGUNAAN APD, PEMASANGAN SAFETY SIGN, DANPENERAPAN SOP DENGAN TERJADINYA RISIKO KECELAKAAN KERJA (Studi PadaIndustri Garmen Kota Semarang). *Jurnal Kesehatan Masyarakat*, 8(4), 478-484. <http://ejournal3.undip.ac.id/index.php/jkm>
- Ardiansyah, Risnita, & Jailani, M. S. (2023). Teknik Pengumpulan Data Dan Instrumen Penelitian Ilmiah Pendidikan Pada Pendekatan Kualitatif dan Kuantitatif. *Jurnal IHSAN: Jurnal Pendidikan Islam*, 1(2), 1-9. <https://doi.org/10.61104/ihsan.v1i2.57>
- BEGYA AURORA MUHAMAD RIFAI. (2020). TINJAUAN HUKUM ISLAM TERHADAP JAMINAN KESELAMATAN DAN KESEHATAN KERJA KARYAWAN PADA PERUSAHAAN FURNITURE (Studi di UD. Duta Mebel Kemusu). *Skripsi*, 10.
- Candra, D., Lie, G., & Putra, M. R. S. (2023). Analisis Penerapan Jaminan Keselamatan dan Kesehatan (K3) Terhadap Kecelakaan Kerja pada PT Yatai Hadi Indonesia. *JERUMI: Journal of Education Religion Humanities and Multidiciplinary*, 1(2), 233-238. <https://doi.org/10.57235/jerumi.v1i2.1298>
- Dihartawan, D. (2018). Budaya Keselamatan (Kajian Kepustakaan). *Jurnal Kedokteran Dan Kesehatan*, 14(1), 98. <https://doi.org/10.24853/jkk.14.1.98-108>
- Dr. Umar Sidiq, M.Ag Dr. Moh. Miftachul Choiri, M. (2019). Metode Penelitian Kualitatif di Bidang Pendidikan. In *Journal of Chemical Information and Modeling* (Vol. 53, Issue 9). [http://repository.iainponorogo.ac.id/484/1/METODE PENELITIAN KUALITATIF DI BIDANG PENDIDIKAN.pdf](http://repository.iainponorogo.ac.id/484/1/METODE%20PENELITIAN%20KUALITATIF%20DI%20BIDANG%20PENDIDIKAN.pdf)
- Dwi Wijayanti, Maria Augustine Graciafernandy, & Moeljono Moeljono. (2023). Implementasi Program Keselamatan dan Kesehatan Kerja Pada Pegawai PT PLN UP3 Semarang. *Maeswara: Jurnal Riset Ilmu Manajemen Dan Kewirausahaan*, 1(4), 295-306. <https://doi.org/10.61132/maeswara.v1i4.140>
- Efran, E., Slamet, W., & Trisna, M. (2009). *Implementasi Budaya Keselamatan Dan Kesehatan Kerja Untuk Pencegahan Kecelakaan Kerja*. 5, 11998-12009. <https://lens.org/178-005-026-683-080>

Yudhistira, Maulana, Ramadhan, Apandi, Nurjaman, Zakaria, Saripudin, Jaelani, Ramdani, Rosyidin

Fassa, F., Setiawan, A. F., & Agnidjunaedi, N. (2024). *Analisis Kesadaran Pekerja terhadap Penggunaan Alat Pelindung Diri (APD) pada Pekerjaan di Ketinggian dalam Proyek Konstruksi*. 10(2), 45–54.

Hukum Keselamatan dan Kesehatan Kerja bagi Pekerja Proyek Konstruksi
Hukum Keselamatan dan Kesehatan Kerja bagi Pekerja Proyek Konstruksi.
(n.d.).

Kuesioner, W. D. A. N. (n.d.). *Teknik Pengumpulan Data*. 3(1), 39–47.

KURNIASARI, D. W. I. (2024). *Implementasi Sistem Penjaminan Mutu Internal Perguruan Tinggi Di Sekolah Tinggi Agama Islam Negeri (Stain) Bengkalis*.
[http://repository.uin-suska.ac.id/83266/%0Ahttp://repository.uin-suska.ac.id/83266/2/TESIS DWI KURNIASARI.pdf](http://repository.uin-suska.ac.id/83266/%0Ahttp://repository.uin-suska.ac.id/83266/2/TESIS%20DWI%20KURNIASARI.pdf)

Kurniawan, M. A., Sia, M., Ol, M., Selvija Tambun, S., & Rizali, M. (2024). *SOSIALISASI KESELAMATAN DAN KESEHATAN KERJA (K3) PADA USAHA MIKRO KECIL DAN MENENGAH (UMKM) PRODUKSI BATU BATA Socialization of Occupational Safety and Health (OSH) in Micro, Small and Medium Enterprises (MSMEs) Brick Production*. 2(2), 68–73.
<https://wpcpublisher.com/jurnal/index.php/majalahcendekiamengabdi>

LAPORAN AKHIR KELOMPOK KERJA ANALISIS DAN EVALUASI HUKUM
TERKAIT PERATURAN PERUNDANG-UNDANGAN
KETENAGAKERJAAN. (2018). *Interpretasi Frasa Didahulukan-1*. 1–261.

Maudifta, O. A. (n.d.). *Pengaruh Keselamatan Dan Kesehatan Kerja (K3) Dan Budaya Kerja Terhadap Kinerja Karyawan Pada Pt . Agronusa Alam Perkasa*. 1–14.

Mohamad, A. R., & Rasji. (2023). *Hukum dan Kekuasaan dalam Perspektif Filsafat Hukum*. *Jurnal Multilingual*, 3(4), 336–352.
<http://jurnalfsh.uinsby.ac.id/index.php/qanun/article/view/159>

Nurdiana Tanjung, & Susilawati Susilawati. (2024). *Pentingnya Penggunaan Alat Pelindung Diri (APD) pada Pekerja Bangunan terhadap Keselamatan Kerja*. *Corona: Jurnal Ilmu Kesehatan Umum, Psikolog, Keperawatan Dan Kebidanan*, 2(2), 86–96. <https://doi.org/10.61132/corona.v2i2.403>

Pirmansyah, M. S., & Hakim, A. (2023). *Penerapan K3 dalam meningkatkan safety area produksi pada UMKM aneka kerupuk Alma Jaya khas desa sindangsari*. *Abdima Jurnal Pengabdian Mahasiswa*, 2(1), 3889–3895.

Prasetyo, R., Ahya, R., Sri Lestari, M., & Komariah, A. (2023). *Implementasi Alat Pelindung Diri Sebagai Esensi K3 Pada Pekerja Las Konstruksi di UMKM*. *Journal of Appropriate Technology for Community Services*, 5(1), 1–8.
<https://doi.org/10.20885/jattec.vol5.iss1.art1>

- Presiden Republik Indonesia. (1970). Undang-Undang Republik Indonesia Nomor 1 Tahun 1970 Tentang Keselamatan Kerja. *Presiden Republik Indonesia*, 14, 1–20. <https://jdih.esdm.go.id/storage/document/uu-01-1970.pdf>
- Robert, B., & Brown, E. B. (2004). *Teori Dan Praktik Pendekatan* (Issue 1).
- Rozi, M. F. (2022). Sanksi Bagi Perusahaan yang Tidak Menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3). *Jurist-Diction*, 5(1), 267. <https://doi.org/10.20473/jd.v5i1.32733>
- Sholikin, M. N., & Herawati. (2020). Aspek Hukum Keselamatan Dan Kesehatan Kerja (K3) Bagi Tenaga Medis Dan Kesehatan Di Masa Pandemi. *Majalah Hukum Nasional*, 50(2), 163–182. <https://doi.org/10.33331/mhn.v50i2.74>
- Sunaryani, R. P., Sunaryo, M., Ayu, F., Sugiantoro, S., & Reynaldi, I. A. (2024). Peningkatan Kesadaran Dan Gambaran Pengetahuan Pekerja Mengenai Pentingnya Penggunaan APD Dalam Upaya Mencegah Risiko Kesehatan Dan Keselamatan Pada Pekerja UD. Radalla Collection. *Jurnal Pengabdian Kepada Masyarakat Nusantara*, 5(3), 3521–3527.
- Suyono, K. Z., & Dkk. (2013). Keselamatan Kerja Dengan Safety Behavior Di Pt Dok Dan Perkapalan Surabaya Unit Hull Construction. *Thee Indonesian Journal of Occupation Safety and Health*, 2, 67–74.
- Syaefudin, P. (2022). *Implementasi Sistem Penjaminan Mutu Internal Di Mi Istiqomah Sambas Purbalingga*. [http://repository.uinsaizu.ac.id/13650/%0Ahttp://repository.uinsaizu.ac.id/13650/1/SYAEFUDIN PURWANTO_Implementasi Sistem Penjaminan Mutu Internal di MI Istiqomah Sambas Purbalingga.pdf](http://repository.uinsaizu.ac.id/13650/%0Ahttp://repository.uinsaizu.ac.id/13650/1/SYAEFUDIN%20PURWANTO%20Implementasi%20Sistem%20Penjaminan%20Mutu%20Internal%20di%20MI%20Istiqomah%20Sambas%20Purbalingga.pdf)
- Umar, M. N. (2017). *Al-Mashlahah al-Mursalah*. [https://repository.ar-raniry.ac.id/id/eprint/12470/1/Buku al-Mashlahah Lengkap.pdf](https://repository.ar-raniry.ac.id/id/eprint/12470/1/Buku%20al-Mashlahah%20Lengkap.pdf)
- Ummah, M. S. (2019). No 主観的健康感を中心とした在宅高齢者における健康関連指標に関する共分散構造分析Title. *Sustainability (Switzerland)*, 11(1), 1–14. http://scioteca.caf.com/bitstream/handle/123456789/1091/RED2017-Eng-8ene.pdf?sequence=12&isAllowed=y%0Ahttp://dx.doi.org/10.1016/j.regsciurbeco.2008.06.005%0Ahttps://www.researchgate.net/publication/305320484_SISTEM_PEMBETUNGAN_TERPUSAT_STRATEGI_MELESTARI
- Walidah, Z., Arifudin, N., Wilda, D., Amelia, R., Iddhiyan, A. N., & Praktik, K. (2024). *Studi Kasus Pelaksanaan K3 (Kesehatan dan Keselamatan Kerja) di Kawasan PT Gunbuster Nickel Industry Fakultas Hukum Universitas Mulawarman , Samarinda , Indonesia Studi kasus mengenai pelaksanaan K3 di kawasan PT Gunbuster Nickel Industry menyoroti prak. 3(3).*

Yudhistira, Maulana, Ramadhan, Apandi, Nurjaman, Zakaria, Saripudin, Jaelani, Ramdani, Rosyidin

Waruwu, M., Pendidikan, M. A., Kristen, U., & Wacana, S. (2023). *Pendekatan Penelitian Pendidikan : Metode Penelitian Kualitatif , Metode Penelitian Kuantitatif dan Metode Penelitian Kombinasi (Mixed Method)*. 7, 2896–2910.

X, P. S. (2024). *Analisis Kesadaran Pekerja dalam Penggunaan Alat Pelindung Diri di*. 18(2), 48–54.

Zaini, P. M., Zaini, P. M., Saputra, N., Penerbit, Y., Zaini, M., Lawang, K. A., & Susilo, A. (2023). *Metodologi Penelitian Kualitatif* (Issue May).

Zaluchu, S. E. (2020). Strategi Penelitian Kualitatif dan Kuantitatif Di Dalam Penelitian Agama. *Evangelikal: Jurnal Teologi Injili Dan Pembinaan Warga Jemaat*, 4(1), 28. <https://doi.org/10.46445/ejti.v4i1.167>