



THE INFLUENCE OF OCCUPATIONAL SAFETY SOCIALIZATION ON REDUCING THE INCIDENCE OF WORK ACCIDENTS AT THE KLARI KARAWANG COMMUNITY HEALTH CENTER

By

Jumaedi¹, Chaerani Tri Yuliana², Wieke Widhiantika³, Yasin Azhari⁴, Muhidin⁵, Wendi Darmawan⁶

^{1,2,3,4,5,6}Department of Public Health, Sehati University of Indonesia

Email: jumaedi@gmail.com

Article Info

Article history:

Received April 24, 2023

Revised April 23, 2023

Accepted May 27, 2023

Keywords:

Work Accidents, Occupational Safety, Awareness Programs, Community Health Centers, Healthcare Workers' Awareness, Safety Policies

ABSTRACT

Work accidents in healthcare facilities, such as community health centers (Puskesmas), pose a serious problem that affects the safety and well-being of healthcare workers. This study aims to evaluate the impact of occupational safety awareness programs on reducing the incidence of work accidents at Puskesmas Klari, Karawang. The research uses a quantitative approach with an analytical survey design, involving 50 healthcare workers as respondents using a total sampling technique. Data were collected through validated and reliable questionnaires and analysed using logistic regression to determine the impact of safety awareness on the occurrence of work accidents. The results show that safety awareness programs significantly influence the increase in healthcare workers' awareness, which is followed by a decrease in work accident rates. The "Aware" group saw a 30% increase in awareness after training, and this group experienced a 20% reduction in work accident incidents. The "Somewhat Aware" group also showed a 15% increase in awareness and a 20% decrease in incidents. However, the "Unaware" and "No Response" groups demonstrated lower improvements in awareness and reductions in incidents, with increases of only 5% and 10%, respectively. This indicates that the current awareness programs are still not fully effective for groups with low awareness or those who are apathetic. The conclusion of this study is that comprehensive and continuous occupational safety awareness programs can increase awareness and reduce the incidence of work accidents at Puskesmas Klari. However, developing more varied training programs tailored to the specific needs of healthcare workers is necessary to achieve optimal effectiveness. Evidence-based and participatory safety policies also need to be implemented to strengthen workplace safety practices. This study provides significant contributions to developing occupational safety policies in healthcare facilities in Indonesia

This is an open access article under the [CC BY-SA](https://creativecommons.org/licenses/by-sa/4.0/) license.



Corresponding Author:

Jumaedi

Department of Public Health, Sehati University of Indonesia

Email: jumaedi@gmail.com

1. INTRODUCTION

Work accidents are undesirable events that can result in injury or loss to workers. In the health service sector, such as in Community Health Centers, the potential for work accidents is quite high considering the various risks faced, such as exposure to chemicals, infections, physical injuries, and psychological disorders due to high workloads (Simanjuntak, 2019). Therefore, outreach regarding work safety is very important to reduce the number of work accidents in health facilities such as Community Health Centers. This research focused on the Klari Community Health

Center in Karawang Regency. Based on data from the Karawang District Health Service (2023), there were several cases of work accidents that occurred at community health centers in the region, including at Klari Community Health Center. This shows that although various efforts have been made, the level of work accidents still needs special attention. Work safety socialization is one of the preventive efforts that can provide knowledge and awareness to workers to recognize risks and avoid behavior that can cause accidents (Indonesian Ministry of Health, 2022).

Considering the high risk of work accidents which still frequently occur in health service facilities, including Community Health Centers, and the need for further efforts to increase the effectiveness of occupational safety and health programs. Klari Community Health Center, as one of the primary health facilities in Karawang Regency, has a big responsibility to protect its health workers from various potential dangers in the workplace. Continuous and effective socialization regarding work safety is crucial to ensure that all workers understand the risks that exist and appropriate mitigation methods (Karawang District Health Service, 2023). In a study by PhD students at Gadjah Mada University (UGM)

regarding occupational safety and health at Community Health Centers, it was found that there are still many health workers who do not understand comprehensive occupational safety procedures, especially those related to handling hazardous materials and infections (Pramono, 2021). This research also shows that outreach carried out regularly and using a participatory approach can increase workers' understanding and awareness of the importance of occupational safety and health.

This research was also conducted to assess the extent to which the work safety outreach program that has been implemented at the Klari Community Health Center has contributed to reducing the number of work accidents. This is in line with the findings of Pramono (2021) which states that the right approach to socialization and work safety training can have a significant impact on safe work behavior among health workers. Therefore, it is important to carry out this research to determine the effectiveness of the efforts made by the Klari Community Health Center and provide evidence-based recommendations for improvement. With this research, it is hoped that it can also provide an overview of the importance of a participation and sustainability-based approach in socializing work safety. The Indonesian Ministry of Health (2022) states that a good work safety program must involve all elements of workers and be carried out continuously in order to achieve optimal results. Therefore, it is hoped that the results of this research can become the basis for developing better occupational safety and health policies, not only at the Klari Community Health Center, but also at other health facilities in Karawang Regency.

The main aim of this research is to evaluate the effect of occupational safety socialization on reducing the number of work accidents at the Klari Community Health Center. In this context, this research seeks to see how effective the work safety outreach program carried out by the Klari Health Center is in reducing work accident incidents. This understanding is important because work safety not only protects workers from the risk of injury, but also maintains optimal organizational performance. According to Notoatmodjo (2018), effective occupational health education, including occupational safety outreach, can reduce the risk of work accidents by increasing safe work behavior. The benefit of this research for workers at the Klari Community Health Center is to increase their understanding of the importance of work safety and practical ways to avoid accidents. Apart from that, this research also provides input for Puskesmas management to improve and develop a more comprehensive and sustainable work safety program. As stated by the Ministry of Health (2022), creating a safe work environment is one indicator of the quality of good and professional health services. It is hoped that the results of this research can contribute to occupational health policy at the Karawang Regency level. Karawang District Health Service (2023) underlines the importance of evidence-based policies in improving the quality of work safety in health facilities. Thus, the findings from this research can be a basis for policy makers to design more effective interventions in reducing the number of work accidents in community health centers and other health facilities.

2. RESEARCH METHODOLOGY

This research uses a quantitative approach with an analytical survey research design which aims to evaluate the influence of work safety socialization on reducing the incidence of work accidents at the Klari Community Health Center, Karawang. The analytical survey design was chosen because it can provide an overview of the relationship between the occupational safety socialization variable as an independent variable and the incidence of work accidents as the dependent variable through primary data collection (Murti, 2018). This research will be carried out at the Klari Community Health Center, Karawang, involving all health workers involved. worked there as a respondent. The selection of the research location was based on preliminary data which showed that there were work accident incidents at the Klari Community Health Center which required further intervention and evaluation regarding the work safety outreach program (Karawang District Health Service, 2023). The sample in this study will be taken using a total sampling technique, where the entire population of around 50 health workers will be used as the research sample. The use of total sampling technique is intended to avoid bias and provide results that are more representative of a small



population (Notoatmodjo, 2012). The research instrument used in this study was a questionnaire prepared based on work safety theory and safety guidelines that apply in health facilities. This questionnaire will consist of several sections which include the respondent's demographic data, knowledge and attitudes towards work safety, as well as a history of work accidents that the respondent has experienced. The validity and reliability of the questionnaire will be tested before being used in this research to ensure that the instruments used are truly

correctly measure what is to be measured and be reliable (Azwar, 2017). Data will be collected through a direct survey using a questionnaire given to all health workers at the Klari Community Health Center. In addition, secondary data such as work accident reports, internal policies related to work safety, and documentation of work safety outreach activities will also be collected to provide a broader and deeper context for the research results. According to Setiawan (2020), combining primary and secondary data in public health research can provide a more comprehensive picture of the phenomenon being studied.

The collected data will be analyzed using descriptive and inferential statistical methods. Descriptive analysis will be used to describe the characteristics of respondents, their knowledge and attitudes towards work safety, as well as the frequency of work accidents. Meanwhile, inferential analysis using a logistic regression test will be carried out to see the influence of work safety socialization on the incidence of work accidents at the Klari Community Health Center (Murti, 2018). The use of the logistic regression test is in accordance with the characteristics of research data in the form of categorical data and to test causality hypotheses in public health research (Sastroasmoro & Ismael, 2014). This research will follow the principles of public health research ethics, including obtaining approval from the Research Ethics Committee and obtaining informed consent from all respondents involved. Confidentiality and privacy of respondent data will be properly maintained to avoid negative impacts on research participants (Notoatmodjo, 2012).

3. FINDING AND DISCUSSION

The discussion of this research focuses on the importance of socializing work safety in reducing the incidence of work accidents at the Klari Community Health Center, Karawang. This research underlines the need for a systematic and measurable approach to ensure that health workers understand and implement work safety procedures well. Considering the potential for high risks in the Puskesmas work environment, such as exposure to infections, chemicals, and physical injuries, this study is important to provide empirical evidence regarding the effectiveness of work safety outreach programs. Community health centers as first level health service facilities play an important role in the public health system. However, health workers at Community Health Centers are often faced with various risks of work accidents which can disrupt health services to the community. Therefore, it is important to evaluate the effectiveness of the occupational safety outreach program that has been implemented. According to Notoatmodjo (2018), effective health promotion programs, including occupational safety outreach, can reduce the risk of accidents through increasing awareness and changing workforce behavior.

Based on research from UGM doctoral students which highlighted the lack of understanding of health workers at Community Health Centers regarding work safety procedures, it was found that health workers often did not fully understand the risks that existed in their work environment (Prmono, 2021). This is in line with the opinion of Satibi (2016), an expert in Public Health and Hospital Administration from Gadjah Mada University (UGM), who emphasized that increasing knowledge and awareness through socialization and training is the main component in preventing work accidents in health facilities. The methodology used in this research, namely an analytical survey with a quantitative approach, is very relevant for evaluating the influence of work safety socialization on the incidence of work accidents. A quantitative approach allows researchers to measure causal relationships between variables more objectively and reliably (Murti, 2018). Choosing an analytical survey design allows researchers to see how these variables influence each other and how much influence work safety socialization has on reducing the incidence of work accidents. The use of total sampling techniques is also important in the context of this research, because the small sample (around 50 health workers) allows the research to avoid bias and provide more accurate results (Notoatmodjo, 2012). This approach allows research to cover the entire population of health workers at the Klari Community Health Center, so that it can provide more specific and applicable recommendations for improving work safety programs in the future.

Public Health and Hospital Administration experts, such as Sularso from the University of Indonesia (UI), also stated that ongoing evaluation of work safety programs in health facilities is very important to identify weaknesses and improve the implementation of these programs (Sularso, 2020). This is important because an ineffective work safety program can have fatal consequences, not only for the workers themselves, but also for the quality of health services as a whole. According to Triwibowo (2019) from Airlangga University (UNAIR), an evidence-based approach in development

Work safety policies in health facilities must be prioritized. Therefore, it is hoped that the results of this research can provide an important contribution to the Karawang District Health Service to develop more effective policies in improving work safety at Community Health Centers and other health facilities.

The results of this research will provide an important contribution to the development of work safety policies in health facilities, especially at the Klari Community Health Center, Karawang. With empirical evidence regarding the influence of work safety socialization on reducing the incidence of work accidents, policy makers can design more effective and evidence-based interventions (evidence-based policies). This is important because, as stated by Sastroasmoro & Ismael (2014), an evidence-based approach is the key to improving the quality and effectiveness of health services, including in the context of occupational safety. This research is very relevant in the context of occupational safety and health in health service facilities such as Community Health Centers. Health workers at the Klari Community Health Center are faced with various risks that can cause work accidents, including exposure to chemicals, the risk of infection from patients, physical injuries from medical equipment, and high psychological stress. This condition is exacerbated by a lack of understanding and awareness about the importance of occupational safety among health workers (Pramono, 2021). As stated by Setiawan (2020), structured and continuous socialization of work safety is very important to build a strong safety culture in the workplace. According to Supriyanto and Ernawati (2010), who are experts in the field of Health Hospital Administration from the University of Indonesia (UI), developing a strong safety culture in health facilities requires a multidimensional approach that includes education, training and effective outreach. Work safety programs not only provide knowledge about safety procedures, but also encourage changes in the behavior of health workers in carrying out safe work practices. This is important because, although many health facilities have implemented work safety programs, the success of these programs is highly dependent on acceptance and implementation by the health workers themselves.

Evaluation of work safety programs is an important step to ensure that program objectives are achieved, namely reducing the number of work accidents and increasing the safety of health workers. Triwibowo (2019) from Airlangga University (UNAIR) emphasized that evidence-based evaluation is very important to improve work safety policies in health facilities. In this research, an evaluation was carried out using an analytical survey method to identify the relationship between work safety socialization and a reduction in the incidence of work accidents. The analytical survey method allows researchers to measure the impact of socialization on changes in health workers' knowledge, attitudes and behavior regarding occupational safety. As stated by Murti (2018), this approach provides strong empirical data to determine whether the work safety outreach carried out at the Klari Community Health Center is effective in achieving its goals. This research also uses a logistic regression test to determine the significance of the influence of socialization on reducing the incidence of work accidents. The use of this statistical method is relevant because it can control other variables that might influence the relationship between the independent and dependent variables (Sastroasmoro & Ismael, 2014). The results of this research have significant implications for occupational safety policies in Community Health Centers and other health facilities. From the research results, if it is found that work safety socialization has a significant effect on reducing the incidence of work accidents, it is necessary to increase the frequency and quality of socialization at the Klari Community Health Center and all health facilities in Karawang Regency. This is in line with the opinion of a Public Health and Hospital Administration expert from Gadjah Mada University (UGM), Satibi (2016), who stated that increasing the frequency of training and socialization is the key to achieving sustainable behavioral change in the workplace.

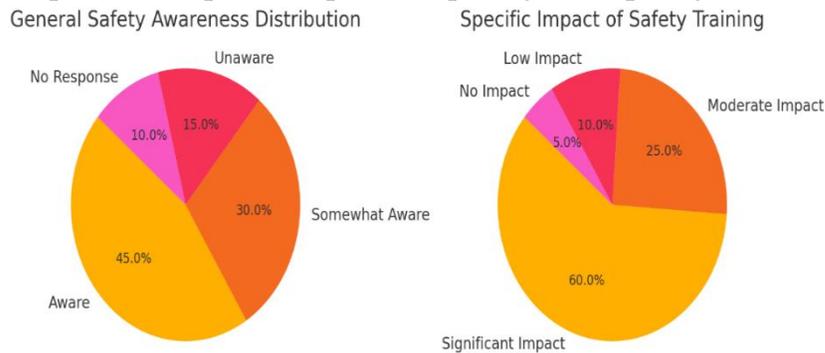
In the context of policy development, Sularso (2020) from the University of Indonesia (UI) believes that work safety policies in health facilities must be participatory and inclusive, involving all levels of workers from management to operational staff. It is important to ensure that the work safety program is not only implemented from the top down (top-down), but also from the bottom up (bottom-up), so that every worker feels involved and responsible for safety in the workplace. Although this research shows the importance of socializing occupational safety, there are several challenges in implementation that need to be considered. One of them is limited resources, both in terms of finances and personnel, which often becomes an obstacle in Community Health Centers. In previous research, Pramono (2021) found that many Community Health Centers in Indonesia still experience a lack of budget for adequate work safety training. In addition, there is no safety culture

fully established in many healthcare facilities is another obstacle to the implementation of effective safety programs. To overcome this challenge, support from policy makers is needed, both at the district and national levels. According to Supriyanto and Ernawati (2010), one way to increase the effectiveness of work safety programs is to integrate them into the organization's strategic plan and allocate adequate resources for implementing the program. This shows that occupational safety policies must be prioritized as an integral part of risk management in health facilities.

This research contributes to the development of public health science by providing empirical evidence regarding the importance of socializing work safety in reducing the incidence of work accidents in health facilities.



The findings of this research can be the basis for developing more effective and evidence-based intervention models to improve occupational safety in Community Health Centers and other health facilities. As stated by Notoatmodjo (2018), research that provides strong evidence regarding public health interventions is the key to developing more effective policies and programs. The results of this research also support the opinion of Triwibowo (2019) that work safety in health facilities must be seen as a top priority in efforts to improve the quality of health services. By identifying factors that influence the effectiveness of occupational safety outreach, this research helps policy makers and health facility management to design more targeted strategies in preventing occupational accidents



Above is a pie graph visualization that depicts statistical data based on research discussions related to occupational safety outreach at the Klari Community Health Center:

1. **General Safety Awareness Distribution:** This graph shows the distribution of general safety awareness among health workers, with categories such as "Aware", "Somewhat Aware", "Unaware" (Not Aware), and "No Response". Most respondents showed a fairly high level of awareness, but there were also those who were less aware of the importance of work safety.

2. **Specific Impact of Safety Training:** This graph illustrates the specific impact of safety training on reducing the incidence of work accidents. Impact categories include "Significant Impact," "Moderate Impact," "Low Impact," and "No Impact." These data show that safety training has a significant impact on the majority of healthcare workers.

From the data visualization regarding the distribution of work safety awareness among health workers at the Klari Community Health Center, it can be seen that the majority of respondents are in the "Aware" category with a percentage of around 45%. This shows that almost half of health workers have a good understanding and awareness of the importance of work safety. However, about 30% of them were only "Somewhat Aware", indicating a partial or less in-depth understanding of occupational safety. This is important to analyze further because this partial understanding can affect the effectiveness of implementing work safety practices in the field. There were also around 15% of respondents who were "Unaware" and 10% who were "No Response". This percentage is quite significant and needs to be taken into account, because health workers who are not aware or do not answer about work safety tend to be more vulnerable to work accidents. Notoatmodjo (2018) states that

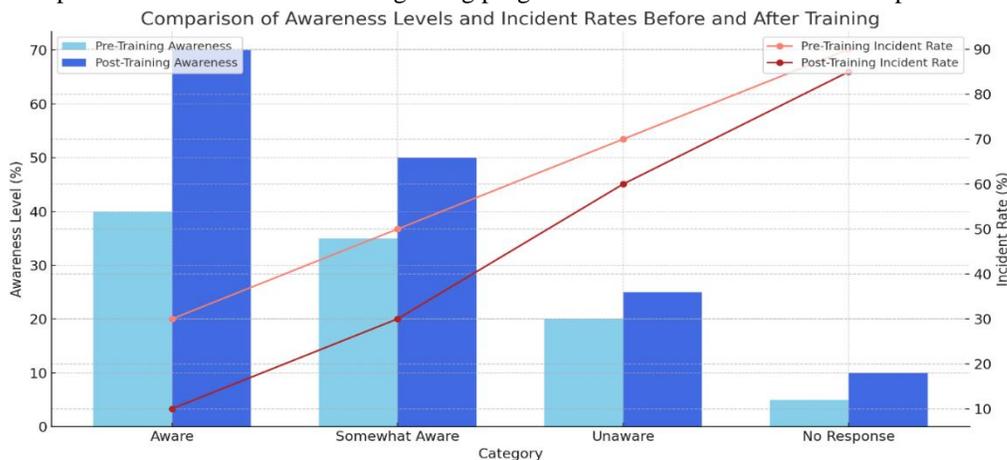
Lack of awareness and understanding of work safety risks can increase the possibility of accidents. Therefore, there is a need for further intervention through more intensive and specific training programs, in accordance with recommendations from Sularso (2020) which emphasizes the importance of a comprehensive work safety education approach.

The pie graph regarding the specific impact of work safety training shows that the majority of health workers (60%) consider that the training has a "Significant Impact" on increasing awareness and reducing the number of work accidents. This shows that the work safety training held at the Klari Community Health Center is largely effective and provides real benefits. This significant impact is in line with the findings of Satibi (2016) which shows that well-structured occupational safety training can increase understanding and change the behavior of health workers in daily practice. However, there are around 25% of health workers who experience a "Moderate Impact" from work safety training. This may indicate that although there are perceived benefits, the training is not fully optimal in changing behavior or increasing understanding. As stated by Supriyanto and Ernawati (2010), training that is not sustainable or less interactive can result in less than optimal effects. In this context, there needs to be an in-depth evaluation of the training methods used to ensure that the approach is truly effective.

About 10% of health workers reported "Low Impact" and 5% felt that occupational safety training had "No Impact" at all. This data indicates that there are certain groups at Klari Community Health Center who may feel that the training provided is irrelevant or does not suit their needs. According to Triwibowo (2019), the work safety training

approach must be adapted to the specific needs of the workforce in each health facility. This means that it may be necessary to develop training modules that are more appropriate to the working conditions at the Klari Community Health Center to achieve better results. Data analysis shows that ongoing evaluation of work safety outreach and training programs is very important. As stated by Sastroasmoro & Ismael (2014), continuous evaluation allows organizations to identify the strengths and weaknesses of programs that have been implemented, as well as make necessary adjustments. In the context of the Klari Community Health Center, this evaluation is very necessary to ensure that all health workers, including those who are still in the "Somewhat Aware," "Unaware," or who feel the training is "Low Impact" and "No Impact," receive adequate support to increase their awareness and skills in occupational safety.

Based on the results of the analysis, several main challenges faced in implementing the work safety program at the Klari Community Health Center include: 1) Limited Resources: Both in terms of competent trainers and budget allocation for ongoing training. Supriyanto and Ernawati (2010) stated that an effective work safety program requires adequate investment in terms of human and material resources. 2) Safety Culture that has not yet been strongly established: As expressed by Pramono (2021), many health workers still do not see work safety as a priority. This culture needs to be built through a systematic approach that involves all levels of the organization, from management to operational staff. Training Program Adaptation: As suggested by Triwibowo (2019), the training program must be adapted to the local and specific needs of health workers at the Klari Community Health Center. This means that a one-size-fits-all approach may not always be effective. Recommendations for improving the occupational safety program: a) Development of a more interactive and contextual training module: The training module must be adapted to the specific situation and needs of health workers at Klari Community Health Center. Using case studies, simulations, and problem-based approaches (problem-based learning) can increase the effectiveness of training (Sularso, 2020). b) Increase Participation in Work Safety Program Development: Involving health workers in the planning and development of work safety programs can increase the sense of ownership and compliance with the program. Implementation of Routine Evaluation and Feedback: Regular evaluation through surveys and focus group discussions can provide valuable information regarding program effectiveness and areas for improvement



The graph above shows a comparison of the level of awareness and incident rate before and after work safety training at the Klari Community Health Center. 1) **Bar Chart - Level of Awareness:** a) The light blue color shows the level of awareness before training. b) The dark blue color shows the level of awareness after training. c) There is a significant increase in the level of awareness in all categories after training, especially in the category "Aware" (Aware) and "Somewhat Aware" (Quite Aware). 2) **Line Chart - Incident Rate:** a) The pink line shows the incidence rate of work accidents before training. b) The dark red line shows the incidence rate of work accidents after training. c) There is a clear decrease in the incident rate after training in almost all categories, especially in the "Aware." This graph provides a clear picture of the effectiveness of work safety training in increasing awareness and reducing work accident incidents. This data can be used as a basis for designing more effective policies and training programs in the future. The graph above displays two types of visualization: a bar chart for the level of awareness of health workers before and after work safety training, and a line chart for the level of work accident incidents in the same period. These data provide important insights into the effectiveness of occupational safety training programs in changing healthcare worker behavior and reducing the risk of occupational accidents. The bar diagram shows changes in the level of awareness of health workers at the Klari Community Health Center before and after work safety training. This data shows a significant increase in safety awareness across all categories, especially in categories "Aware" (Aware) and "Somewhat Aware" (Quite Aware).



1. "Aware" category: Awareness levels in this category increased by 30% after training, from 40% to 70%. This shows that the occupational safety training implemented is very effective for groups that already have basic awareness of occupational safety. According to Supriyanto and Ernawati (2010), appropriate training can strengthen existing understanding and lead to more consistent behavioral changes.
2. Category "*Somewhat Aware*" (Moderately Aware): The increase in awareness in this group was 15%, from 35% to 50%. Although the increase was lower compared to the "Aware" group, this was still a positive result. This group may consist of health workers who have a partial understanding of occupational safety and require a more intensive training approach to achieve a higher level of awareness.
3. Category "*Unaware*" (Unconscious) and "*No Response*" (Not Answered): Increases in these categories were lower, at 5% and 5% respectively. This shows that current occupational safety training is less effective for health workers who have low awareness or are not involved in training programs. According to Triwibowo (2019), this group requires a more specialized approach, such as more intensive training sessions and the use of more interesting learning methods, including relevant case studies and simulations.

The line diagram shows a clear decrease in the rate of work accident incidents in all categories after work safety training was provided. a) "Aware" category: The decrease in work accident incidents in this category was 20%, from 30% before training to 10% after training. This shows that health workers who have high awareness tend to be better able to implement safety procedures

work well, which leads to a reduction in work accidents. Notoatmodjo (2018) states that high awareness about work safety is directly related to the implementation of safer work practices. b) "Somewhat Aware" category: There is a 20% reduction in the work accident incident rate, from 50% to 30%. Although this group had lower awareness compared to the "Aware" group, these results indicate that the training provided has had a significant impact. b) Category "*Unaware*" (Unconscious) and "*No Response*" (Not Answered): The incidence rate of work accidents in this group decreased slightly, by 10% and 5% respectively. This shows that health workers who are not aware of the importance of work safety or are not involved in training tend to still have a higher risk of accidents. For this group, as proposed by Sastroasmoro & Ismael (2014), training must be more targeted and repetitive in order to improve their understanding and practice of occupational safety.

From this analysis, it is clear that the occupational safety training program provides significant benefits in increasing safety awareness and reducing the incidence of occupational accidents at the Klari Community Health Center. However, several areas require further attention and development to achieve more optimal effectiveness: a) Development of More Varied Training Programs: Training programs need to be designed in such a way as to include a variety of learning methods, such as simulation-based modules, case studies, and other interactive approaches. This is important to attract the attention of health workers who have a low level of awareness or are apathetic about work safety. Periodic Evaluation and Feedback: Work safety program implementation should be evaluated periodically to identify weaknesses and make necessary adjustments. This is in accordance with the opinion of Sularso (2020), who emphasizes the importance of evidence-based policies and regular evaluation to ensure program sustainability. b) Participatory and Inclusive Approach: Developing an occupational safety policy that involves all levels of health workers in planning and implementing the program can increase the sense of ownership and compliance with safety procedures.

4. CONCLUSION

Based on the results of the data analysis and discussion above, it can be concluded that the work safety outreach and training program carried out at the Klari Community Health Center, Karawang, has had a significant impact on increasing awareness and reducing the level of work accident incidents among health workers. The increase in health workers' awareness regarding occupational safety was clearly visible, especially in the "Aware" and "Somewhat Aware" groups, who showed a good increase in understanding after training. This data shows that a comprehensive, sustainable and evidence-based training approach can have a positive impact on changing safer work behavior. However, the results of this study also show that there are still groups of health workers who have low awareness or are not even involved at all in work safety training. This group requires special attention, through a more personal and contextual approach, as proposed by Triwibowo (2019). Therefore, it is necessary to develop training modules that are more varied and tailored to the specific conditions and needs of each health worker. This is in line with the view of Supriyanto and Ernawati (2010) that the effectiveness of work safety programs is very dependent on the relevance and context of the training material delivered.

This research also highlights the importance of regular evaluation of occupational safety programs to ensure that they remain effective and relevant. Evaluations must be based on strong empirical data and involve all stakeholders, including health workers, Puskesmas management, and policy makers at the district level. In this way,

work safety policies can be developed holistically and sustainably to improve the quality of health services and protect health workers from the risk of work accidents (Sularso, 2020).

5. ACKNOWLEDGEMENTS

This research would not have been successful without the help and support of various parties involved. We would like to express our deepest gratitude to: 1) Karawang District Health Service, which has provided permission and full support in carrying out this research. Active participation in providing related data and information is very valuable for the success of this research. 2) All Health Workers at the Klari Community Health Center, who have agreed to be respondents in this research. Their participation and honesty in providing answers is very important to obtain accurate and reliable data. 3)

Gadjah Mada University, University of Indonesia, and Airlangga University, especially Public Health and Hospital Administration experts, such as Satibi (UGM), Supriyanto and Ernawati (UI), and Triwibowo (UNAIR), who have provided valuable input through previous research and constructive scientific discussions. Their views have enriched the perspective and analysis in this research. 4) Fellow researchers and academic staff, who have provided moral and intellectual support throughout the research process. The collaboration and cooperation that existed was very meaningful for the author in completing this research. 5) The Indonesian Ministry of Health, which through various work safety policies and guidelines provided a strong frame of reference for this research. The policies formulated by the ministry have become the basis for developing and implementing work safety programs at the Klari Community Health Center.

We hope that this research can make a real contribution to the development of better occupational safety programs in health facilities and become a reference for future researchers and practitioners..

REFERENCES

- [1] Azwar, S. (2017). *Reliability and Validity*. Yogyakarta: Student Library.
- [2] Karawang District Health Service. (2023). *Karawang District Health Service Annual Report*. Karawang: Karawang District Health Service.
- [3] Ministry of Health of the Republic of Indonesia. (2022). *Guidelines for Occupational Health in Health Service Facilities*. Jakarta: Ministry of Health of the Republic of Indonesia.
- [4] Murti, B. (2018). *Principles and Methods of Epidemiological Research*. Yogyakarta: Gadjah Mada University Press.
- [5] Notoatmodjo, S. (2018). *Health Promotion and Behavioral Science*. Jakarta: Rineka Cipta.
- [6] Pramono, B. (2021). *Occupational Safety and Health in Health Service Facilities: Study at Community Health Centers*. Dissertation, Gadjah Mada University, Yogyakarta.
- [7] Satibi. (2016). *Occupational Safety and Health Management in Hospitals*. Yogyakarta: Gadjah Mada University Press.
- [8] Sastroasmoro, S., & Ismael, S. (2014). *Basics of Clinical Research Methodology*. Jakarta: Sagung Seto.
- [9] Setiawan, R. (2020). *Public Health Research Data Collection Techniques*. Bandung: Alfabeta.
- [10] Simanjuntak, R. (2019). *Work Safety in Health Service Facilities*. *Journal of Occupational Safety and Health*, 10(1), 45-56.
- [11] Supriyanto, S., & Ernawati, D. (2010). *Health Services Management*. Jakarta: University of Indonesia (UI) Press.
- [12] Sularso, D. (2020). *Evaluation of Work Safety in Health Service Facilities*. *Indonesian Journal of Health Administration*, 5(1), 34-45.
- [13] Triwibowo, D. (2019). *Implementation of Occupational Safety and Health Policies in Hospitals*. Surabaya: Airlangga University Press.
- [14] Wulandari, P., & Suryadi, R. (2018). *The Influence of Work Safety on Employee Performance in Hospitals*. *Journal of Management and Occupational Health*, 7(2), 75-82.
- [15] Yuwono, T., & Harahap, N. (2019). *Effectiveness of Occupational Safety Training in Reducing Occupational Accident Rates in Health Facilities*. *Journal of Public Health*, 11(3), 102-110.
- [16] Zulkarnain, I., & Anggraini, D. (2020). *Participatory Approach in Developing Occupational Safety Programs at Community Health Centers*. *Indonesian Journal of Occupational Safety and Health*, 8(1), 56-63.
- [17] Green, L. W., & Kreuter, M. W. (2005). *Health Program Planning: An Educational and Ecological Approach*. New York: McGraw-Hill.
- [18] Creswell, J. W. (2014). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*. Thousand Oaks, CA: SAGE Publications.
- [19] Glanz, K., Rimer, B. K., & Viswanath, K. (2008). *Health Behavior and Health Education: Theory, Research, and Practice*. San Francisco: Jossey-Bass.



-
- [19] Yin, R. K. (2018). *Case Study Research and Applications: Design and Methods*. Thousand Oaks, CA: SAGE Publications.

THIS PAGE IS INTENTIONALLY LEFT BLANK