

The Influence of The Level of Knowledge About Occupational Health And Safety And Self Awareness On The Discipline of The Use Of Personal Protective Equipment In The Production Section Of Pt. X

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Abstract This study aims to determine whether there is an influence between the level of K3 knowledge and self awareness on the use of PPE. Knowledge is the result of knowing, and occurs after an individual senses a certain object. Meanwhile, self awareness is the self-attention that a person shows as a result of internal, external, or both. The hypothesis in this study is that there is an influence between the level of K3 knowledge and self awareness on the use of PPE. This research is quantitative research. The population in this study were all employees of the production department of PT. X totaling 321 with total sampling technique sampling. The data collection tool is a knowledge questionnaire consisting of 32 items, a self awareness questionnaire consisting of 68 items, and a discipline questionnaire consisting of 26 items. Data analysis was carried out using spline regression techniques with the help of the SPSS version 25 program. The results of data analysis show that there is no influence between OHS knowledge on the discipline of PPE use, the t value is 1.287 and there is an influence between self awareness on the discipline of PPE use, the t value is 33.981. With a negative coefficient value of -0.851, which means that discipline will decrease if the variable scores of OHS knowledge and self awareness are absent or equal to 0.

Keywords: knowledge, occupational health and safety, self awareness, discipline, PPE.

INTRODUCTION

Work-related accidents and illnesses can occur due to different levels of risk. The use of chemicals, machinery or other equipment in the workplace is one of many potential causes of work-related injuries. Dessler argues that hazardous work environments and risky behavior on the part of employees are common causes of workplace accidents. (Pangesti, 2017). This can lead to an increased likelihood of workplace accidents and amplify existing sources of danger (Badriyah, 2016). (Badriyah, 2016).

About 3 million workers worldwide lost their lives in 2019 due to occupational accidents 11% and occupational diseases 89%, (Gammarano, 2024). In addition, 395 million workers suffered non-fatal injuries at work. According to Social Security Employment (2024), there has been a general upward trend in the number of work accidents reported in Indonesia over the past five years, along with an increase in the number of registered participants. From 2019 to 2023, the following is information on the frequency of work accidents in Indonesia.

In 2019, there were 182,835 Work Accident Insurance (JKK) claims, according to BPJSK data there was an increase of 221,740 JKK claims in 2020, 234,370 in 2021, and 297,725 in 2022. From January to November 2023, there were a total of 360,635 work accidents reported to JKK. According to bpjsketenagakerjaan.go.id (2024) most of these JKK claims occurred within the company.

Based on research on workplace hazards in Indonesia, 77% of workers suffered injuries to the feet due to not wearing safety shoes, 60% to the head due to not wearing a helmet, 90% to the face due to not wearing a helmet or wearing facial protective equipment, and 66% to the eyes due to not wearing glasses. (Mewengkang et al., 2019). Accidents in the workplace not only cause fatalities but can also cost companies and their employees financially, stop production altogether, harm the environment, and have an impact on society at large. (Warsito & Wibowo, 2022).

Worker safety equipment is a collection of items designed to protect an employee's body, arms and legs from harm in the event of a workplace accident or illness. (Edigan et al., 2019). For workers, especially those with a moderate or low risk of accidents, personal protective equipment is often considered unnecessary or unimportant.

Whereas the use of personal protective equipment is very important and affects the health and safety of workers (Rinawati et al., 2016). (Rinawati et al., 2016). As instructed by the HRD, PT. X is responsible for disciplinary actions that pose a high risk of workplace accidents that endanger employees considering that the use of personal protective equipment at PT. X is still relatively low.

PT. X is a company engaged in manufacturing shoe products. The production section is one of the many sections in PT. X that also runs its business. The production department takes raw materials and turns them into finished goods. They do various things such as planning, patterns, materials, diesel, insole, outsole, cutting, and others until the shoes are ready to be sold. In the long production process, workers not only have to deal with equipment but also dangerous chemicals, so they must always use safety equipment. Workers do something dangerous if they do not wear personal safety equipment when doing high-risk work. Often workers do not follow Standard Operating Procedures (SOPs) and only do what they know. (Pangesti, 2017). Companies and workers both need to pay attention to regulations to stop and reduce the risk of work accidents.

Based on the results of the initial survey, researchers found that there are sources of danger in several parts that can cause work accidents in the production department. The results of interviews with HRD, recorded work accidents in 2023 reached 100 to 170 workers. Several cases of work accidents at PT. X were detected, such as cut fingers when entering the plong machine, slashed fingers during the cutting process and sewing process, sunburn which is often experienced by diesel, screen printing, and handicraft workers (PKT), eye irritation in the last outsole and last insole process, as well as respiratory problems and electric shock. This is due to workers' lack of discipline when performing work, such as not using personal protective equipment or rushing to work, as well as joking and chatting while operating machine tools. Employees with longer tenure in the organization are more likely to be injured on the job, according to HRD. Wearing personal protective equipment makes workers feel uncomfortable and slows them down, they believe.

The use of PPE can reduce the likelihood of work accidents. According to research Warsito & Wibowo (2022) the possibility of work accidents increases if employees do not use PPE. Following the applicable rules and regulations is an example of discipline, according to Santoso (Badriyah, 2016). A disciplined person strives to follow rules, values, and consequences because they know that it will help them succeed. (Tulus in Indriyani, 2020). Meanwhile, according to Adiningtiyas (2017) According to Adiningtiyas (2017), a person's spiritual attitude is manifested in his level of discipline, which is determined by the level of obedience supported by a sense of obligation and dedication in achieving goals. In short, obedience, loyalty, responsibility, and commitment to achieving organizational goals are the foundation of discipline, which is basically the practice of following rules and regulations.

Discipline is determined by three aspects according to Prijodarminto (Indriyani, 2020), namely mental attitude, understanding of the rules, and seriousness. There are several factors that influence discipline, one of which is self awareness. (Prijodarminto in Indriyani, 2020). Self awareness has a significant influence on a person's level of discipline. With self-awareness, a person is able to recognize and understand their own characteristics, including their strengths and weaknesses. This allows individuals to more easily assess the extent of their discipline level and what needs to be improved. (Indriyani, 2020).

To avoid injury on the job, it is important to have self awareness, which means being prepared for anything that might happen around you. (Suryabrata in Satria, 2017). Having a strong sense of self-awareness makes workers more careful in their work. They take their time and consider the reasons for work safety practices, such as wearing personal protective equipment, rather than rushing through their work. Her research found that even after the new normal period began, traders in Suwatu Market continued to use masks for personal use, indicating that they were quite conscious of their mask use. (Indriyani, 2020). Professionals are supposed to use personal protective equipment, but many of them do not, as workers have yet to master the art of reflection and self-control.

In Belichick's view, self-awareness is influenced by several things (Indriyani, 2020) namely, thoughts, feelings, motivation, behavior, environment, and knowledge. The knowledge a person has can affect the level of self awareness they have. By having broad and in-depth knowledge about various aspects of themselves and the surrounding environment, individuals will be better able to develop better self awareness. (Chairunnisa, 2022).

Related to the risk of work accidents according to research Hartanto & Siahaan (2018) knowledge of OHS is increasingly considered important in today's work. Executive mediation in the form of organized efforts to oversee the OHS perspective, also known as the Health and Safety Management System (SMK3), is needed to function properly. Since 1970, many regulations have been in place regarding OHS. These include Law No. 1/1970 on Occupational Safety, and Ministerial Regulation No. 9/2008 on SMK3. OSH is also not a recent development. The scope of OHS knowledge is often quite broad, but the components of OHS are considered important and should be standardized. OHS Opportunities, OHS Occupations and Foundations, Personal Defense Hardware

(PPE), OHS Management Framework (SMK3), and OHS Understanding and Introduction are the components that make up OHS.

Implementation of Welfare and Security Programs Related to Law No. 50 Year 2012 The Implementation Framework (OHS) includes all initiatives aimed at preventing occupational diseases and injuries and ensuring worker safety. The main objective of OHS implementation is to protect workers from occupational accidents and diseases, as well as other health issues that may impact workers and others in the workplace including the efficacy and efficiency of the manufacturing process is an additional objective. (Adiratna, 2022).

Health and safety measures in the workplace aim to create a safe and healthy workplace, free from environmental hazards so that employees are less likely to get sick at work and businesses can run more efficiently. (Gaol et al., 2022). One way to reduce the likelihood of workplace accidents is to provide more experience to workers and ensure they understand the importance of occupational health and safety (OHS). (Simanjuntak & Arista, 2022).. So it is very important that knowledge about OHS is given to employees every time and there is a need for repetition of OHS knowledge so that workers always remember in their cognition and affect their behavior. The goal is to protect workers' safety rights (Japeri et al., 2016).

There is still a lack of research that looks at how self awareness and understanding of occupational health and safety affect the discipline of using PPE in the workplace. Based on the background information provided, the researcher wishes to study further with the title "The Effect of Level of Knowledge About Occupational Health and Safety (K3) and Self Awareness on the Discipline of Using Personal Protective Equipment in the Production Section of PT. X".

RESEARCH METHODS

This research is a type of quantitative descriptive research. Sugiono (2019) argues that the quantitative descriptive method aims to determine the value of factors that may include at least one independent factor without establishing correlation or interacting variables. There are 3 variables studied, namely the independent variable (X1) K3 knowledge, (X2) self awareness, and the dependent variable (Y) discipline. While the sampling technique uses total sampling, namely the researcher can obtain data from the entire sample by using total sampling because the population of respondents is uneven and the area covered is not too large. This strategy further minimizes the possibility of bias by collecting data from all eligible samples.

The data collection technique uses a questionnaire or questionnaire, namely data collection by making a list of questions, then given to workers in the production department of PT. X. The research scale uses a Likert scale with 4 alternative answers. In this question, the questions contained in the questionnaire are adaptations and modifications. Modified knowledge scale from Safir (2023) with an r-table value of 0.195 and a Cronbach Alpha value of 0.796. Self-awareness scale adapted from Indriyani (2020) with an r-table value of 0.3120 and a Cronbach Alpha value of 0.739. Furthermore, the discipline scale was adapted from (Badriyah, 2016) with a Cronbach Alpha value of 0.834 and a validity value greater than the r-table of 0.3610. The validity of measuring instruments in this study uses the construct validity testing method. Construct validity testing uses expert opinion (judgment experts). In this study, the expert who will test is a lecturer from the Psychology Department of Wijaya Putra University totaling 1 person. In data processing does not show normality, so the statistical analysis technique used is non-parametric statistics spline regression test using the SPSS 25 program.

RESEARCH RESULTS

The subjects conducted in this study were 321 production workers of PT. X. Based on the data collection that has been carried out, the subject description can be presented as follows:

TABLE 1. Data of Production Workers of PT. X

No.	Category	Total
1.	Number of workers	321 People
2.	Workers by gender	
	1) Male	133 People
	2) Female	188 People
3.	Workers by education level	
	a. SD	105 People
	b. SMP	63 People
	c. SMA/K	121 People
	d. S1	32 People
4.	Worker by position	

a.	Diesel	17 People
b.	Design	7 People
c.	Last In/Out	30 People
d.	Pattern	46 People
e.	Matrial	10 People
f.	Cutting	28 People
g.	Sew	44 People
h.	Screen Printing	54 People
i.	Plong	23 People
j.	Handicraft Worker	62 People

Of the total 321 manufacturing personnel, 133 are male and 188 are female, thus forming PT. X. Workers have an even level of education from elementary school graduates to S1 consisting of Diesel, Design, Last In/Out, Pattern, Matrial, Cutting, Sewing, Screen Printing, Plong, and Handicraft Worker positions. So it can be concluded that the characteristics of respondents based on gender, female respondents dominate compared to male respondents. Characteristics of respondents based on education level, respondents with high school / K education level are the most and respondents with S1 level are the least. While the characteristics of respondents based on job position, respondents in the Handicraft Worker position are the most respondents and respondents in the Design position are the least respondents.

TABLE 2 .Descriptive Data of Research Respondents

No.	Category	Total	Percentage
1.	Number of respondents	321 Respondents	100%
2.	Respondents by age		
	a. 18 – 22 Years	78 Respondents	24%
	b. 23 – 27 Years	70 Respondents	22%
	c. 28 – 32 Years	84 Respondents	26%
	d. 33 – 37 Years	46 Respondents	14%
	e. ≥ 38 Years	43 Respondents	13%
3.	Respondents based on length of service		
	a. 1 Years	75 Respondents	23%
	b. 2 – 4 Years	90 Respondents	28%
	c. 5 – 7 Years	58 Respondents	18%
	d. 8 – 10 Years	60 Respondents	19%
	e. >10 Years	38 Respondents	12%
4.	Respondents by status		
	a. Single	130 Respondents	40%
	b. Marry	163 Respondents	51%
	c. Divorce	28 Respondents	9%

Respondents' characteristics were grouped by age: 78 (24%) were between 18 and 22 years old, 70 (22%) were between 23 and 27 years old, 84 (26%) were between 28 and 32 years old, 46 (14%) were between 33 and 37 years old, and 43 (13%) were 38 years old and above. Based on their relationship status, 130 (40%) respondents were single, 163 (51%) were married, and 28 (9%) were separated. Based on tenure, 75 (23%) had worked for one year, 90 (28%) had worked for two to four years, 58 (18%) had worked for five to seven years, and 60 (19%) had worked for eight to ten years. Finally, 38 (12%) have worked for more than ten years. In summary, the characteristics of respondents based on age, respondents aged 28 to 32 years were the most numerous and respondents aged more than 38 years were the least. Furthermore, respondents based on length of service were the most respondents with a working period of 2 to 4 years and the least respondents with a working period of more than 10 years. Meanwhile, in the characteristics of respondents based on status, most respondents were married and the fewest respondents were divorced.

Test the validity of this questionnaire by comparing the calculated r value with the r table. If the calculated r exceeds the r table and r has a positive value, then the aitem is valid. The r table value for N = 321 at 5% significance is 0.113. In testing the K3 knowledge variable, 32 items are considered acceptable because r count is greater than r table, so all items are declared valid. In testing the self awareness variable, it consists of 68 items with 65 valid items and 3 invalid items. Furthermore, testing the discipline variable consists of 26 items with 21 valid items and 5 invalid items. Meanwhile, reliability testing uses Cronbach's Alpha. The basis for decision making in the reliability test is if the Cronbach's Alpha value > 0.60 then the questionnaire or questionnaire is

declared reliable or consistent. Meanwhile, if Cronbach's Alpha <0.60 then the questionnaire or questionnaire is declared unreliable or inconsistent.

TABLE 3. Realiability Test of OHS Knowledge

Reliability Statistics	
Cronbach's Alpha	N of Items
.975	32

With a Cronbach's Alpha of 0.975, the knowledge questionnaire passes the reliability test, meaning that it is more reliable than the 0.60 scale. So, it can be said that the questions on the knowledge questionnaire are reliable statements.

TABLE 4. Self Awareness Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.987	68

With a result of 0.987, higher than 0.60, the self awareness questionnaire shows a high level of reliability. Thus, it can be said that the statement items on the self awareness questionnaire are reliable.

TABLE 5. Discipline Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.891	26

Based on the reliability test, the Cronbach's Alpha value of the discipline questionnaire is 0.891 which is higher than 0.60. Therefore, the items in the disciplinary questionnaire are believed to be reliable.

Furthermore, a normality test was carried out to determine whether the data to be analyzed was normally distributed or not, in the study the Kolmogorov-Smirnov test was used. In this test the data is said to be normally distributed if the significance value is more than 0.05 (sig. > 0.05).

TABLE 6. Normality Test

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		321
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	4.21062791
Most Extreme Differences	Absolute	.082
	Positive	.066
	Negative	-.082
Test Statistic		.082
Asymp. Sig. (2-tailed)		.000 ^c

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

In the table above it appears that the significance value (p) in the Kolomogorov-Smirnov test is 0.000 (p < 0.05), so based on the normality test the data is not normally distributed. The next step is to test the hypothesis using the Spline Regression Test, which is part of the non-parametric statistical method. The basis for decision making in the spline regression test is if the F_{count} value is greater than F_{tabel} then H_a is accepted and H_o is rejected. Conversely, if the F_{count} value is smaller than F_{tabel} then H_a is rejected and H_o is accepted.

TABLE 7. ANOVA X₁ and X₂ Together on Y

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	107706.204	2	53853.102	3018.521	.000 ^b
	Residual	5673.404	318	17.841		
	Total	113379.607	320			

a. Dependent Variable: Y

b. Predictors: (Constant), X₂, X₁

In the table above, we can see the resulting F values for the OHS knowledge and self awareness variables: 3018.5 which exceeds the value of 3.02 on F_{tabel} , and 0.000 which is less than the threshold of 0.05. H_a is accepted and H_o is rejected based on the comparison of the values above. This shows that self awareness (X₂) and OHS knowledge (X₁) simultaneously affect discipline (Y). The effect of each variable can be seen in the table below:

TABLE 8. Spline Regression Test X₁ and X₂ Together Against Y

		Coefficients ^a				95,0% Confidence Interval for B		
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Lower Bound	Upper Bound
		B	Std. Error	Beta				
1	(Constant)	-.851	.814		-1.045	.297	-2.452	.751
	X ₁	.025	.020	.036	1.287	.199	-.013	.064
	X ₂	.313	.009	.943	33.981	.000	.294	.331

a. Dependent Variable: Y

The regression equation of K3 knowledge (X₁) and self awareness (X₂) simultaneously on discipline (Y) can be expressed as $Y = -0.851 + 0.025X_1 + 0.313X_2$. The formula shows that the addition of 1% value to the variable X₁ together with X₂ increases by 0.025 on X₁ and 0.313 on X₂. By looking at the sig value and t value in the table above, it can be seen the impact of each variable X. t_{tabel} The impact of the X₂ variable to prove H₂ by testing the sig value of $0.000 < 0.005$ and the T value of $33.981 > T$ value of 1.967. Thus it can be concluded that H₂ is accepted, which means that self awareness affects the discipline of PT. X production workers. Meanwhile, the effect of variable X₁ on Y is seen from the sig value of 0.199 more than 0.05 and the comparison of the Thitung value of 1.287 is smaller than the t table of 1.967, it can be concluded that H₁ is rejected, meaning that there is no influence between K3 knowledge and the discipline of PT. X production workers. The regression table below illustrates the extent to which OHS knowledge (X₁) and self awareness (X₂) simultaneously affect discipline (Y).

TABLE 9. Coefficient of Determination of X₁ and X₂ Together on Y

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.975 ^a	.950	.950	4.22385

a. Predictors: (Constant), X₂, X₁

b. Dependent Variable: Y

The effect of K3 Knowledge (X₁) and Self awareness (X₂) simultaneously on Discipline (Y) in the production workforce of PT. X is 0.950 as shown in table 4.20. Production workers at PT. X are 95% influenced by OHS knowledge (X₁) and self awareness (X₂) simultaneously on discipline (Y), according to the magnitude of the proximity of the impact.

DISCUSSION

The Sig value which is smaller than α (0.05) indicates that H_a is accepted and H_o is rejected, this shows that OHS knowledge and self awareness have an effect on discipline, the results of the spline regression test analysis are $3018.5 > F_{\text{tabel}}$ 3.02 PT Wangta Agung manufacturing sector utilizes PPE. This means that the lower the OHS knowledge and self awareness of production workers, the lower the discipline in using PPE, on the other hand, the higher the OHS knowledge and self awareness of production workers, the higher the discipline in using PPE. The use of PPE is very important in work, whether it is working with low to high hazard risks.

Wearing personal protective equipment is one way to avoid illness or injury while working according to Tambunan. (Ramadan, 2014). Workers at PT. X and other area or field workers must wear PPE because it is a standard operating procedure to reduce organizational hazards in the assembly area. Proper PPE includes materials that are resistant to the hazard, suitable for the user, little interference with work, and do not aggravate the hazard. Personal Protective Equipment (PPE) is one of the elements of health, safety and welfare (HSE) as it protects workers and bystanders from hazards throughout the body.

The research findings show that OHS knowledge does not significantly affect workers' discipline in using PPE, although the two variables studied affect discipline together. This becomes clear when looking at each X variable, especially H1. The results show that although there is a lot of information, the lack of discipline is caused by a lack of monitoring from management regarding the application of discipline in the field, such as a lack of monitoring in the application of SOPs, punishments and rewards. This is in line with research conducted by Japeri et al. (2016) regarding the impact of supervision, information, and accessibility to information on the consistency of radiology workers in using personal protective equipment. A similar phenomenon also occurs in research conducted by Falah & Asyfiradayati (2021) The results showed no correlation between knowledge and discipline because farmers experienced discomfort when required to wear personal protective equipment. The absence of the influence of knowledge on discipline can be due to several factors (Notoatmodjo in Anggreani et al., 2022) These include: varying levels of education, type of work, age, information, socio-culture, economy, and environment.

Listiani essentially states that knowledge is created when someone studies an object using their senses. (Wijaya, 2021). The knowledge possessed by PT. X production workers does not have an influence on the discipline of using PPE. This can happen because the level of knowledge of each worker is different. When viewed based on the categorization of knowledge, the most results are obtained in the high category, namely 143 workers (45%), meaning that they already have a lot of OHS knowledge, but this does not necessarily change their attitude, especially in the discipline of using PPE. The level of knowledge possessed is only limited to the information received and does not lead to habits or traditions within workers. This indifferent attitude to the safety of oneself and the surrounding environment will interfere with the process of security, health and safety of workers. If employees are not worried about their work, they will not pay attention to the tangible and non-material factors that contribute to a safe workplace. (Sutrisno in Ramadan, 2014). When viewed from observations made during the research process, it was found that some workers felt uncomfortable using PPE because it slowed down their work rhythm, which made the target of completing the shoemaking process not met in numbers.

In addition, workers who have a low level of knowledge are seen quite a lot, namely 117 respondents (36%). They do not realize the importance of using PPE in maintaining security, health and safety in the workplace. They do not understand the risks or long-term effects associated with not using PPE or even know how to use PPE properly. Education about knowledge to workers, whether they are pieceworkers or not, must continue to be carried out starting from the beginning of work, in the middle to the end of work, so that they can be fulfilled knowledgeably to be able to apply it properly. Lack of socialization and training regarding the long-term impact of not wearing PPE in the Nakula Sadewa batik sector, according to research by Perdana & Khayati (2020) who argue that there is no relationship between knowledge and discipline in the use of PPE.

Meanwhile, from the results of testing H_2 the influence of variable X_2 is inversely proportional to variable X_1 , where variable X_2 in the form of self awareness is more influential on the discipline of PT. X production workers. Awareness of self-limitation affects self-control in the use of PPE. A person's level of self-awareness determines how in tune they are with the surrounding environment and the importance of things like safety in the workplace. This can be an internal motivation for individuals to adhere to standards of reliable use of personal protective equipment. Evidence that the level of awareness of Suwatu market traders towards the use of the veil is quite high is shown by the fact that many traders are still using the veil after the implementation of the new habit directed by the Ministry of Health. Indriyani (2020) who conducted a mentoring. investigation.

The categorization of self awareness in PT. X production workers who are in the high category is 166 respondents (53%). With self awareness, a person is able to recognize and understand their own characteristics, including their strengths and weaknesses. (Solso in Indriyani, 2020). This allows individuals to more easily assess the extent of their level of discipline and what needs to be improved. (Indriyani, 2020).

In an effort to avoid work accidents, Suryabrata suggests practicing awareness, which can be interpreted as alertness and readiness for external events. (Satria, 2017). When employees have a better understanding of themselves, they will be more likely to reassess the importance of following work safety protocols, such as wearing PPE, so they will not be quick in completing their tasks. The use of personal protective equipment should be mandatory, but many of them do not do it. This is due to the low awareness of many workers; in fact, 137 respondents (43% of the total) fall into this category.

The use of PPE can reduce the likelihood of work accidents. According to research Warsito & Wibowo (2022) the likelihood of work accidents increases when employees do not use PPE. Based on the findings of several research papers, it is clear that human error is the main cause of work accidents. Worker safety equipment that protects part or all of the body from workplace hazards is known as personal protective equipment (PPE). Its purpose is to make their work environment safer by reducing the chances of accidents occurring. In 2021 Sujarwadi et al. one important aspect in maintaining safety and security related to the word is self-discipline in the use of personal protective equipment. Workers have rights and responsibilities in carrying out health and safety measures, including the need to wear personal protective equipment. (Lalu in Rinawati et al., 2016). Attempts to enforce discipline in the workplace and ensure that all employees work diligently to achieve the goals set by the company and management. (Rinawati et al., 2016).

The results of the analysis show that PPE is used by PT. X production workers in most of the discipline levels fall into the high level category with a score of 166 (52%). The research findings show that employees are quite disciplined in wearing PPE, which means that they strongly comply with company regulations regarding this matter. However, the analysis also showed that 140 employees had poor discipline levels. Although most professionals understand the importance of safety in the workplace and that the biggest possible failure in the event of an accident is the worker themselves, knowledge regarding the correct use of personal protective equipment (PPE) is still lacking. Another reason why the lifestyle of using personal protective equipment (PPE) at work has not been widely practiced is because workers are reluctant to use it. (Badriyah, 2016).

CONCLUSIONS

Based on the results of this study, it can be concluded that OHS knowledge and self awareness simultaneously have a significant effect on the discipline of using PPE in the production department of PT. X. With a negative spline regression coefficient value of -0.851 (-), discipline will decrease if the variable scores of OHS knowledge and self awareness are assumed to be absent or equal to 0.

Suggestions that can be given for mutual progress include being an input or basis for implementing the use of PPE to reduce the risk of work accidents. Make a regular OHS training schedule to refresh workers' knowledge about OHS, and provide rewards and punishments to workers every year as a reward for discipline in complying with the use of PPE.

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