



Evaluation of the 5S+Safety culture Policy in the Production Division at PT. RST

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Received: 24 Juni 2022

Revised: 26 Juni 2022

Accepted: 27 Juni 2022

Abstract

PT. RST is a manufacturing company engaged in producing appropriate technological tools. On PT. RST has a production division which is a place for storing and managing the raw materials needed into a product. In the production division at PT. RST has implemented the 5S+Safety culture work culture policy, but at PT. RST this policy is still considered not optimal. This is because the 6S work culture that has been implemented has not been done optimally and 5S has not been optimally at the production site. So, this study aims to determine the evaluation of the application of the 6S or 6K policy carried out in the production division of PT. RST as well as to find out the process of structuring the raw materials used. Then it is necessary to manage the appropriate raw material storage function and evaluate the application of the right work culture. Therefore, the 5S + Safety culture culture needs to be more trained and suppress the application of this work culture so that the management of warehouse conditions is more stable and organized, so as to minimize the occurrence of unwanted things such as material damage, lack of storage and work accidents.

Keywords: *Evaluation of Company Policies, 5S+Safety culture, Production Division*

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How to Cite: Utomo, A., Gusniar, I., & Yulianty, E. (2022). Evaluation of the 5S+Safety culture Policy in the Production Division at PT. RST. *Jurnal Ilmiah Wahana Pendidikan*, 8(10), 89-96.

<https://doi.org/10.5281/zenodo.6791691>

INTRODUCTION

The production process is a stage that almost exists in every company in Indonesia, both small and large companies. PT. RST is a manufacturing company that produces appropriate technology tools such as corn sheller machines, rice thresher machines, chopping machines and many others that can ease the perpetrators of Micro, Small and Medium Enterprises. Divisions contained in PT. RST is very much functioned in supporting the company's production process activities so that they run according to plan and optimally, therefore the existence of this company's production site plays a very important role and needs to be available for various production activities such as welding activities and machinery activities as well as functioning as a place to put raw materials before the production process is carried out. In the process of activities at the production site of PT. RST applies the 5S + Safety culture culture which is expected to make the working atmosphere feel comfortable, neat, clean and make the motivation to work even better, but in fact the company still experiences some obstacles in terms of arrangement so that many raw materials are damaged and there is not enough empty land to store raw materials. Therefore, the company feels the need to suppress the 5S + Safety culture work method even better. Menurut (Saputro et al., 2020) To reduce work accidents, the 5S method is needed which is expected to increase work productivity and reduce the number of work accidents.

According to (Kurniawati & Pramudian, 2019) In solving problems in the field related to the storage process, special methods are needed that can fix the problem. This is very much in line with the previous literature study, where work culture can create work ethic and awareness of workers in carrying out their duties and obligations Then, creating good operational management needs to adopt a good work culture in the work environment (Prasetyo & Ekawati, 2019). According (Septiani & Pratiwi, 2020) metode yang dapat meringankan kegiatan pengelolaan pada sistem storage in the warehouse is by using the 5S + Safety culture method. The work culture of the Japanese country, namely, Seiri (Concise), Seiton (Neat), Seiso (Resik), Seiketsu (Rawat) and Shitsuke (Diligent) has been widely adopted in companies in European countries and the United States (Qowim et al., 2020). The 5S method is a control of the work environment system designed to minimize the occurrence of waste and optimize productivity (Ridwan et al., 2022). Therefore, the method of storing equipment and materials that are neat, organized and functional in the warehouse is needed by a company. And also making habituation to workers in using the workplace as neatly as possible really needs to be emphasized (Dzulkifli & Ernawati, 2021). So the purpose of this study is to evaluate the application of the 5S + Safety culture method or work culture that has been applied to the production division at PT. RST whether it has been optimal and if not whether it is necessary to make improvements to the problems that occur.

METHODS

This study uses primary data obtained using observation techniques and also direct interviews to be able to find out the latest conditions that occur in the field, in this case located in the production division at PT. RST. Then use the 5S + Safety culture method to identify and evaluate the extent to which the application of this work culture is applied in PT. RST. For the stages of the process used in this study can be seen in the flow chart given in Figure 1. below.

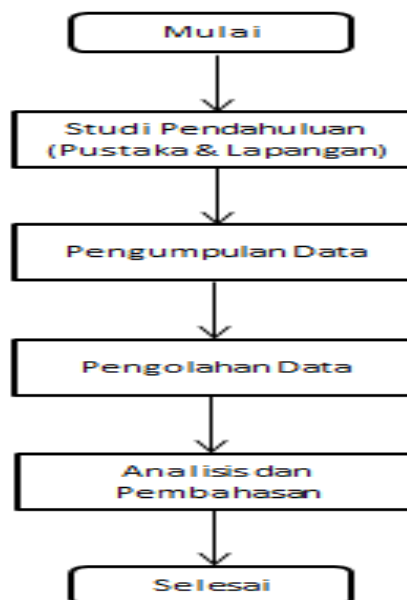


Figure 1. Research FlowChart

RESULTS & DISCUSSION

PT. RST has a division that functions as the main driver of the production system in the company. The production site located in PT. RST is used as a storage area, receiving goods from suppliers, and carrying out the production process. The work activities carried out in the production section are quite high, this makes the workers have to apply SOP (*Standard Operating Procedure*) that is enforced and always applies the existing work culture. On this basis, the research conducted in the production division is to evaluate the application of 5S + Safety culture whether it has been applied optimally. However, from the results of observations in the production division conducted with interviews and direct observations in the field, there are still shortcomings of the 5S + Safety culture work culture that is not suitable. From the results of observations and analysis that have been carried out, there are several evaluations obtained from the 5S + Safety culture work culture in the guidelines set by PT. RST, the following is a breakdown of the analysis results consisting of seiri (concise), seiton (neat), seiso (clean), seiketsu (take care), shitsuke (diligent), and safety culture.

1. Seiri (concise)

It is an activity to take a policy against items that are not used for disposal and store items that are still needed. In this work culture, it is still not fully implemented, because the sorting process must be carried out carefully so that no raw materials or materials are wasted, however, due to this some areas of the production site became full and reduced storage space. The evaluation of this seiri work culture is even faster in carrying out the process of sorting raw materials so that there is no buildup. Figure 2. Below shows items that are not needed but still have not been moved.



Figure 2. Unused Objects

2. Seiton (neat)

Seiton is an activity carried out to make an item well arranged in its place, so that when you want to use it again it can be easily found and when it has been used, it can be placed again according to its previous position so as to reduce the time needed to find the item and find the location where the item is stored, however, in the production division of PT. This work culture RST has also not been done correctly, the cause is that there are still many personal items, materials, or tools used to be placed not in accordance with their position, as in Figure 3. Where there are items that are placed in the work area are not neatly arranged. The evaluation of this seitone culture is to increase self-awareness about tidiness and also remind each other between fellow workers.



Figure 3. Laying of components that have not been neatly arranged

3. Seiso (bersih)

Seiso is an activity carried out to maintain cleanliness in the work environment. Seiso is an activity that is generally to clean goods or materials in the work area (Sugiharto et al., 2019). In the actual contained in the production division of PT. RST is still not going well. This can be seen from the waste from machinery that does not yet have its own container to hold it, as shown in figure 4 below.



Figure 4. Machined Waste Scattered to the Floor

4. Seiketsu (clean)

Seiketsu is a useful activity to maintain the quality of material goods so that they remain in accordance with the quality standards needed while stored in the company. According to (Restuputri, 2017) Seiketsu is a form of discipline that has turned into a work culture to comply with the rules of maintaining, cleaning and carrying out maintenance according to company standards. However, in the production division of PT. The RST of seiketsu work culture has not been done well because it can be seen in the arera, there are still some materials that have not been given an explanation of what kind of material, the amount of material and comes from which supplier. As can be seen in Figure 3. There are no notes yet, so the evaluation that can be done is to provide notes or information in the form of explanation labels that are useful to facilitate the search for materials when they will be used and when they will save again.

5. Shitsuke (dilligent)

Shitsuke is a habituation in the application of 5S + Safety culture culture as a form of realizing a clean, tidy, comfortable and safe work environment optimally. This shitsuke work culture is a form of self-discipline that has applied seiri, seiso, seiton, seiketsu and shitsuke when doing work every day (Ridwan et al., 2022). However, from the previous evaluation, it can be seen that the workers in the production division of PT. RST has not implemented the overall 5S+Safety culture work culture properly and correctly. So, on this basis, the evaluation given is by holding 5S + Safety culture work culture training for workers periodically to see the progress of the changes made and also conduct regular socialization. Because the workers seem to know about the 5S + Safety culture work culture but have not fully implemented the 5S + Safety culture culture.

6. Safety culture

Safety culture is a refraction carried out by workers to pay attention to work safety culture by complying with the applicable SOP (Standard Operating Procedure). According to (Ridwan et al., 2022) Work safety culture is an employee's habituation to work safety culture because it is an important factor in maintaining the productivity of workers. On PT. RST, especially the production division, has not applied work safety culture habituation such as using earmuffs because at the location there is a cutting process so that the atmosphere is very noisy and can be fatal if done continuously and not using gloves on some workers which can certainly be dangerous if they are in direct contact with the material because it can make the skin itchy and callused. So that in this work culture, researchers propose to increase awareness in using PPE (Personal Protective Equipment) completely to avoid workers from risking the health and safety culture of workers, conduct regular socialization about the importance of using complete PPE and also install K3 symbols in various spots that can be easily reached by the eye as a form of information and a form of socialization regarding the safety culture of workers. As in Figure 5. An example of the K3 symbol below.



Figure 5. Example K3 Poster

CONCLUSION

In the division of PT. RST is a company area that is useful as a place to receive goods from suppliers, and also a place for making products, after observation and analysis, it seems that there are still many things that need to be considered such as the accumulation of goods or materials that are not used, lack of attention to the outside area, the neatness of workers in placing personal goods and so on. For this reason, it is necessary to increase supervision to employees and carry out regular socialization and 5S + Safety culture training. Based on the results of the evaluation in the production division of PT. RST to optimize 5S + Safety culture, especially on seiri (compact), seiton (neat), seiketsu (take care), seiketsu (take care), shitsuke (diligent) and safety culture.

CONFLICT OF INTEREST

This research focuses on evaluating the 5S + Safety culture policy carried out in the production division at PT. RST.

ACKNOWLEDGEMENT

On this occasion, the author would like to express his deepest gratitude to PT. RST who has given the opportunity to the author to conduct research, and also the author would like to thank Mr. Iwan Nugraha Gusniar, S. T., M. T who has guided the author in completing this paper.

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