

# Compliance Study of PT. Mitra Tani 27 with Minister of Manpower Regulation No. 5 of 2018 on Occupational Safety and Health

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Article History	Submitted	Revised	Accepted
	2025-02-10	2024-03-17 & 2024-03-22	2024-03-29

## Abstract

Occupational Safety and Health (OSH) is a critical aspect of workplace management, influencing both employee well-being and corporate productivity. Minister of Manpower Regulation No. 5 of 2018 serves as a guideline for ensuring workplace safety and reducing occupational risks. This study examines the compliance of PT. Mitra Tani 27 with this regulation, focusing on OSH policy implementation in the agricultural sector—a field often overlooked in OSH research. Employing an empirical qualitative approach, data were collected through interviews, observations, and document analysis, with the Occupational Safety and Health Advisory Committee (P2K3) as a key informant. The findings indicate that while PT. Mitra Tani 27 has taken steps to implement OSH measures, such as forming the P2K3 and providing safety facilities, several gaps remain in program effectiveness, adherence to standard procedures, and worker engagement. To enhance compliance, further evaluation and continuous improvements are necessary, ensuring a safer and legally compliant work environment.

**Keywords:** Agricultural sector, labor regulations, occupational safety and health compliance, workplace safety.



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## Introduction

Law plays a crucial role in regulating norms and behaviors within society, including industrial relations between workers and companies. Labor regulations aim to establish a balance between the rights and obligations of both parties.<sup>1</sup> Just as obligations arise due to the rights of others that must be fulfilled, rights also emerge as a consequence of others' obligations.<sup>2</sup> Workers have the right to occupational safety, health, and a proper working environment, while companies have the right to employ productive and professional workers. However, companies are also obligated to ensure the well-being of their employees to create a safe and conducive work environment. Any imbalance in fulfilling these rights and obligations may lead to injustice and industrial relations conflicts.<sup>3</sup>

Occupational Safety and Health (OSH) is a critical aspect of the workplace, affecting not only workers' well-being but also company productivity and efficiency.<sup>4</sup> Therefore, Minister of Manpower Regulation No. 5 of 2018 serves as a guideline for implementing OSH standards to minimize occupational accident risks.<sup>5</sup> Compliance with this regulation is an essential indicator in assessing the effectiveness of OSH policies in the industrial sector. Additionally, a well-implemented OSH system can enhance national productivity and workforce competitiveness.<sup>6</sup> This is because workers can perform optimally with lower risks of workplace accidents or occupational diseases, thereby reducing national healthcare costs.<sup>7</sup> Furthermore, healthy and safe employees tend to be more productive and deliver higher-quality work, contributing to the overall improvement of human resources on a national scale.<sup>8</sup>

However, with the advancement of technology in the industry, while efficiency has increased, new challenges in OSH have also emerged. The risk of accidents due to the use of modern machinery and equipment has escalated, necessitating preventive policies to ensure worker safety.<sup>9</sup> Occupational safety encompasses protection from work equipment and environmental hazards, whereas occupational health includes both the physical and mental well-being of workers.<sup>10</sup> Therefore, OSH implementation should be an integral part of corporate strategy in fostering a safe and productive work environment.

This study aims to examine the compliance of PT. Mitra Tani 27 with Minister of Manpower Regulation No. 5 of 2018. The novelty of this study lies in its analysis of OSH policy implementation in the agricultural industry, which has received less attention compared to the

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<sup>1</sup> Jazim Hamidi and Charles Christian, *Hukum Keimigrasian Bagi Orang Asing Di Indonesia* (Sinar Grafika, 2021).

<sup>2</sup> Niru Anita Sinaga, "Implementasi Hak Dan Kewajiban Para Pihak Dalam Hukum Perjanjian," *Jurnal Ilmiah Hukum Dirgantara* 10, no. 1 (2020).

<sup>3</sup> Husin Wattimena, "BUKU; Keseimbangan Hukum Antara Pelaku Dan Korban KDRT" (Lp2m lain Ambon, 2023).

<sup>4</sup> Andi Sarbiah, "Penerapan Pelaksanaan Keselamatan Dan Kesehatan Kerja (K3) Pada Karyawan," *Health Information: Jurnal Penelitian*, 2023, e1210–e1210.

<sup>5</sup> Sarbiah.

<sup>6</sup> S E Anna Noviana et al., *Manajemen K3* (Cendikia Mulia Mandiri, 2023).

<sup>7</sup> Bertin Masrita Waruwu, "Pengaruh Pelaksanaan Keselamatan Dan Kesehatan Kerja Pada Keberhasilan Proyek (Studi Kasus Pembangunan Irian Supermarket)" (Universitas Medan Area, 2023).

<sup>8</sup> Nur Cahyadi et al., *Manajemen Sumber Daya Manusia* (CV Rey Media Grafika, 2023).

<sup>9</sup> Herlan Herlan, Tofik Yanuar Candra, and Baski Baski, "Konsepsi Perlindungan Hukum Keselamatan Dan Kecelakaan Kerja Bagi Tenaga Kerja Terhadap Pengelolaan Pelabuhan," *Jurnal Cakrawala Ilmiah* 1, no. 12 (2022): 3617–24.

<sup>10</sup> Tulus Winarsunu, *Psikologi Keselamatan Kerja* (UMMPress, 2024).

manufacturing and construction sectors. Existing research has primarily focused on hospitals,<sup>11</sup> transportation,<sup>12</sup> manufacturing, and construction.<sup>13</sup> However, Wahyu Ismail Kurnia's study highlights the persistent lack of awareness and education regarding OSH practices in the agricultural sector.<sup>14</sup> Thus, the findings of this study are expected to serve as a reference for companies and the government in improving OSH implementation in the agricultural sector, ultimately fostering a safer and more productive work environment.

## METHOD

This study employs an empirical method with a qualitative approach, aiming to understand the level of compliance of PT. Mitra Tani 27 with Minister of Manpower Regulation No. 5 of 2018 on Occupational Safety and Health. Data collection was conducted directly in the field through interviews, observations, and documentation. The interviews involved the Occupational Safety and Health Advisory Committee (P2K3) to obtain information regarding the implementation of occupational safety and health policies within the company. Additionally, observations were carried out to directly examine the application of workplace safety standards in the company's environment, while documentation was used to supplement the data obtained from interviews and observations.

In addition to primary data collected from the field, this study also utilizes secondary data sourced from scientific journals related to occupational safety and health. The collected data were then analyzed descriptively and qualitatively using an inductive approach, in which patterns and findings within the data were categorized and structured into a comprehensive description. Through this approach, the research findings provide a clearer depiction of the company's compliance with the regulations stipulated in Minister of Manpower Regulation No. 5 of 2018.

## RESULT AND DISCUSSION

### Company Profile of PT. Mitra Tani 27

PT. Mitra Tani 27 is a national private company in Indonesia engaged in the agro-industry sector, specifically in the cultivation and processing of frozen vegetables. The company is located at Jl. Brawijaya No.83, Wonosari, Mangli, Kaliwates District, Jember Regency, East Java 68136. Established legally in 1994, PT. Mitratani Dua Tujuh has positioned itself as a key player in the production of edamame, commonly known as Japanese soybeans. The company's commitment to high-quality agricultural products and advanced processing techniques has enabled it to meet

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<sup>11</sup> Ayu Indra Dewi and Elly Wardani, "Occupational Health and Safety Management System and Work-Related Accidents among Hospital Nurses," *Enfermería Clínica* 32 (August 2022): 56–10, <https://doi.org/10.1016/j.enfcli.2022.03.008>.

<sup>12</sup> Muhammad Fadhil Evan Pratama, Ekawati Ekawati, and Hanifa Maher Denny, "Implementasi Regulasi-Regulasi Keselamatan Dan Kesehatan Kerja Pada Perusahaan Kereta Api Logistik," *JKM (Jurnal Kesehatan Masyarakat) Cendekia Utama* 8, no. 2 (February 28, 2021): 139, <https://doi.org/10.31596/jkm.v8i2.679>.

<sup>13</sup> Wahyu Inggar Fipiana et al., "Implementasi Kebijakan Sistem Manajemen Keselamatan Dan Kesehatan Kerja Dalam Upaya Menurunkan Jumlah Kecelakaan Kerja," *Jurnal KALIBRASI : Karya Lintas Ilmu Bidang Rekayasa Arsitektur, Sipil, Industri* 7, no. 2 (September 30, 2024): 95–103, <https://doi.org/10.37721/KALIBRASI.V7I2.1516>.

<sup>14</sup> Wahyu Ismail Kurnia et al., "Peningkatan Kesadaran Terhadap K3 Melalui Penggunaan Apd Bagi Pekerja Di Perkebunan Kelapa Sawit Desa Sesulu, Penajam Paser Utara," *Jurnal Pengabdian UntukMu NegeRI* 8, no. 1 (March 31, 2024): 9–14, <https://doi.org/10.37859/jpumri.v8i1.5964>.

both domestic and international market demands. Through innovation and sustainable agricultural practices, PT. Mitra Tani 27 ensures that its products adhere to stringent quality standards, making it a trusted supplier in the frozen food industry.

The development of edamame cultivation by PT. Mitratani Dua Tujuh was driven by a strategic initiative to support the Indonesian government's efforts to reduce reliance on soybean imports. By fostering local edamame production, the company contributes to national food security and economic development, particularly for farmers in the region. In addition to its role in the domestic market, PT. Mitra Tani 27 has expanded its reach to international markets, enhancing Indonesia's presence in the global frozen food industry. The company envisions becoming a leading and competitive entity in the frozen food sector, particularly in the edamame market. To achieve this, PT. Mitratani Dua Tujuh continuously invests in research and development, modernizing its production processes to enhance efficiency and product quality. With a strong commitment to sustainability and excellence, the company strives to maintain its reputation as a pioneer in the agro-industrial sector while also aiming to strengthen its position in the capital market.

#### **PT. Mitra Tani 27's Compliance with Minister of Manpower Regulation No. 5 of 2018**

Minister of Manpower Regulation No. 5 of 2018 is a regulation that governs occupational safety and health (OSH) in the workplace. This regulation applies to various industrial sectors, from manufacturing to services, with the primary objective of ensuring that every company complies with established safety standards.<sup>15</sup>

The scope of this regulation includes risk identification, the provision of personal protective equipment (PPE), OSH training for workers, and periodic monitoring of OSH performance.<sup>16</sup> Through this regulation, a safe and healthy work environment is expected to be created, ultimately enhancing worker productivity and safety. Therefore, every company is obligated to provide occupational health and safety protection to all employees. The implementation of OSH is essential to minimize and prevent negative impacts arising from the use of technology in production processes.<sup>17</sup>

The primary focus of workplace safety improvement efforts is to reduce the frequency and severity of workplace accidents, minimize damage to buildings and equipment, and ensure safe working conditions to maintain employee morale and productivity.<sup>18</sup> To achieve these goals, business owners, employees, and all relevant stakeholders must be aware of and comply with OSH-related regulations, particularly those governing workplace safety.

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<sup>15</sup> Muhammad Rizki Meidianto, Novelia Magdalena Pasaribu, and Zakiya Az Zikra Ismail, "Implementasi Standar K3 (Keselamatan Dan Kesehatan Kerja) Dalam Rangka Perlindungan Pekerja Di Industri Konstruksi," *Jurnal Multidisiplin Ilmu Akademik* 2, no. 1 (2025): 92–102.

<sup>16</sup> Dwi Kurnia Akbar, Asep Erik Nugraha, and Hamdani Hamdani, "Analisis Penerapan Sistem Manajemen Kesehatan Dan Keselamatan Kerja (SMK3) Dalam Penggunaan Alat Pelindung Diri (APD) Di CV. Sarana Sejahtera Teknik," *Jurnal Ilmiah Wahana Pendidikan* 8, no. 2 (2022): 90–97.

<sup>17</sup> Adrian Fernando and Ratna Purwaningsih, "Metode Penilaian Kepatuhan Hukum Dan Persyaratan Lainnya Terkait Keselamatan Dan Kesehatan Kerja (K3) Di Perusahaan," *Industrial Engineering Online Journal* 12, no. 3 (2023).

<sup>18</sup> Dara Benedicta Antoninda, *Manajemen Risiko Di Tempat Kerja* (Deepublish, 2024).

From a scientific perspective, OSH is defined as the field of study and its technical and technological applications aimed at preventing work-related accidents and occupational diseases in all forms of employment.<sup>19</sup> From a legal standpoint, OSH is defined as a protective effort to ensure that all workers and individuals entering the workplace remain safe and healthy while enabling production processes to operate securely, efficiently, and productively.<sup>20</sup> Based on these definitions, Occupational Safety and Health (OSH) can be concluded as a strategic effort to protect workers from occupational hazards while enhancing human resources through the prevention and treatment of workplace accidents or occupational illnesses.

PT. Mitra Tani 27 has implemented several measures to ensure the safety of its workforce, including:

**Table 1.** *PT. Mitra Tani 27's Occupational Safety and Health Measures*

No.	Safety Measure	Description
1	Work Attire	Employees are provided with protective gear, including head coverings, masks, gloves, and safety boots. Special clothing is also provided for employees working in low-temperature areas or machine maintenance.
2	Work Allocation	The company implements a structured division of labor between employees and management to ensure tasks are distributed efficiently, preventing job overload and improving workflow.
3	Rest Breaks	Designated break times allow employees to rest, perform religious activities, and consume meals, ensuring their well-being and productivity.
4	Work Hour Allocation	The company follows Ministry of Manpower regulations, setting a maximum of 8 working hours per day to prevent employee fatigue and maintain efficiency.

Table 1 above outlines the occupational safety and health measures implemented by PT. Mitra Tani 27 to ensure a safe and productive work environment. These measures include providing appropriate protective work attire, structuring work allocation to optimize efficiency, ensuring designated rest breaks for employee well-being, and regulating working hours to prevent fatigue. Each of these initiatives contributes to maintaining high workplace safety standards while enhancing employee performance.

Nevertheless, several efforts undertaken by the company still leave certain aspects that require further attention to ensure the safety and security of the workforce. Some of the challenges that need to be addressed include:

**Table 2.** *PT. Mitra Tani 27's Workplace Safety and Security Challenges*

No	Challenge Category	Description
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<sup>19</sup> Elza Qorina Pangestika, "Implementasi Peraturan Keselamatan Dan Kesehatan Kerja (K3) Pada Proyek Pembangunan Perumahan Di Wilayah DIY," *Jurnal Hukum Sasana* 9, no. 1 (2023): 31-40.

<sup>20</sup> M Zahrul Fahmi, "Tanggungjawab Perusahaan Dalam Sistem Manajemen Keselamatan Dan Kesehatan Kerja Berdasarkan Pasal 87 Ayat (1) Undang-Undang Nomor 13 Tahun 2003 Tentang Ketenagakerjaan" (UNIVERSITAS GRESIK, 2023).

1	Work Environment Conditions	Issues related to the arrangement and storage of hazardous materials, which lack proper safety considerations; overcrowded and congested workspaces; improper disposal of waste and industrial residues.
2	Air Quality Management	Poor air circulation in the workplace, leading to unclean, dusty, and unpleasantly odorous environments; lack of proper temperature regulation.
3	Lighting Management	Inadequate arrangement and use of lighting sources; insufficiently lit or dimly illuminated workspaces.
4	Use of Work Equipment	The use of outdated or damaged safety equipment; operation of machinery and electronic tools without proper safety measures.

Table 2 presents key challenges in workplace safety and security that require further attention from companies. The issues identified include improper storage of hazardous materials, inadequate air circulation, poor lighting conditions, and the use of outdated or unsafe work equipment. These factors can significantly impact occupational health and safety, necessitating improvements in workplace design, environmental controls, and equipment maintenance to ensure a safer and more efficient working environment.

### Factors Influencing PT. Mitra Tani 27's Compliance with Minister of Manpower Regulation No. 5 of 2018

Based on the data collected in the field, supported by the researcher's observations, and corroborated by relevant documentation, several factors influence PT. Mitra Tani's compliance with Minister of Manpower Regulation No. 5 of 2018. These factors can be categorized as follows:

**Table 3.** *Factors Influencing PT. Mitra Tani 27's Compliance with Minister of Manpower Regulation No. 5 of 2018*

No.	Factor	Description
1	Management Awareness and Commitment	The awareness and commitment of PT. Mitra Tani 27's management to occupational safety and health (K3) play a crucial role in enhancing compliance with the regulation.
2	K3 Training and Supervision	Effective K3 training and supervision can improve workers' awareness and ability to implement occupational safety and health measures in the workplace.
3	Resources and Budget	Adequate resources and budget allocation are essential in strengthening compliance with the regulation.

Table 3 presents the key factors influencing PT. Mitra Tani's compliance with Minister of Manpower Regulation No. 5 of 2018. The table categorizes these factors into three main aspects: management awareness and commitment, K3 training and supervision, and resource allocation. Management awareness and commitment are critical in setting the organizational direction for

compliance. Additionally, effective training and supervision ensure that employees understand and implement occupational safety and health (K3) measures properly. Lastly, sufficient resources and budget allocation are necessary to support the successful implementation of safety regulations. These factors collectively contribute to ensuring a safe and compliant work environment.

## CONCLUSION

Based on the findings and data analysis presented in the previous discussion, it can be concluded that PT. Mitra Tani 27 has made efforts to comply with the provisions of Minister of Manpower Regulation No. 5 of 2018 on Occupational Safety and Health. Several measures have been implemented to ensure workplace safety standards within the company, including the establishment of the Occupational Safety and Health Committee (P2K3) and the provision of facilities and procedures that support worker safety.

However, some deficiencies and instances of non-compliance in the implementation of these regulations have been identified. Areas requiring improvement include the effectiveness of occupational safety programs, adherence to standard operating procedures, and the enhancement of worker awareness and engagement in applying occupational safety and health principles. Therefore, further evaluation and continuous improvements are necessary to enhance PT. Mitra Tani 27's compliance with the applicable regulations, thereby fostering a safer and healthier work environment that aligns with established legal standards.

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