



Human Resource Development Through KYT Training (Kiken Yochi Training) To Improve Employee Performance at PT. Nichias Rockwool Indonesia (Autopart)

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ABSTRACT

This study aims to describe human resource development through KYT training (kiken yochi training) to improve employee performance at PT. Nichias Rockwool Indonesia (autopart). The analytical method used in this research is literature study, case study and documentation. The research approach used in this research is descriptive qualitative. The results of this study are the performance of employees at PT. Nichias Rockwool Indonesia (Autopart) has been carried out and is improving by conducting KYT training activities. This KYT training aims to reduce the level of work accidents in the work environment, prevent the occurrence of human errors, reduce the level of potential hazards in the work environment and increase the level of employee alertness to abnormal situations and conditions.

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1. Introduction

Manufacturing companies are companies that buy raw materials, then incur other costs to process them into finished products for sale. The culture of a manufacturing company is to manage equipment, machines and workers in one medium. All processes and stages carried out in manufacturing activities lead to standard operating procedures or commonly called SOPs belonging to each work unit. In Indonesia itself, manufacturing companies are commonly referred to as factories. To achieve the goal, of course, an organization or company requires human resources who are system managers, so that this system can run, of course in its management it is necessary to pay attention to several important aspects such as training, development, motivation and other aspects.

Human resources serve as one of the organizational resources that play an important role in the successful implementation of organizational and company goals. Human resources are all the potential that exists in humans in the form of reason, energy, skills, emotions, and so on that can be used both for themselves and for organizations or companies (Suherman, 2012). Human resources are not only a means of production but also as a driver and determinant of the ongoing production process and all organizational activities (Subowo et al., 2015). Human resources have a big role in determining the progress or development of an organization. Therefore, the progress of an organization is also determined by the quality and capability of the human resources in it.

The role of human resources is very important, if they are highly motivated, creative and able to develop innovation, their performance will be better. Therefore, efforts are needed to improve the capacity of human resources. To get employees who are in accordance with what is expected, it is

necessary to have an employee development strategy. One way is to develop the available resources to improve employee performance.

Etymologically, performance comes from the word performance as stated by (Mangkunegara, 2017) that the term performance comes from the city of job performance or actual performance (work achievement or actual achievement achieved by a person), namely the work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. Meanwhile, according to Prawirosoentono in (Marjaya & Pasaribu, 2019) "Performance or in English is performance", namely: the work that can be achieved by a person or group of people in the organization, in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals. concerned legally, does not violate the law and in accordance with morals and ethics.

Personnel management and human resources are very important for companies/agencies in managing, regulating and utilizing employees so that they can function productively to achieve the expected goals. Employees are very important human resources in a company, therefore companies must be able to encourage them to remain productive in carrying out their respective duties and responsibilities. According to Gerry Dessler (2011: 31) in (Widodo, 2015) argues that "Human resource management is the process of acquiring, training, appraising, and compensating employees, and attending to their labor relations, health and safety and fairness concerns". Human resource management is the process of acquiring, training, appraising and compensating employees, paying attention to their working relationship, health, safety and justice issues. (Almasri, 2016) argues that human resource management is the process of planning, organizing, directing, and controlling the procurement of manpower, development, compensation, integration, maintenance, and termination of employment with human resources to achieve individual, organizational and Public.

Human resource development is considered one of the most effective and efficient ways to improve company performance and productivity. Through the development of human resources, the capabilities of employees will be trained and improved, so that employees can optimally complete and carry out their respective functions and responsibilities. With the more optimal work done by employees, it is expected to increase the ability of employees to do their jobs so that they can help improve organizational performance.

Several previous studies stated that according to (Aruperes et al., 2018) the human resource development strategy carried out by PT. Indofood CBP Sukses Makmur Tbk. causing all employees to experience an increase in performance. With the training using on the job and off the job training methods conducted by PT. Indofood CBP Sukses Makmur Tbk. Meanwhile, according to (Purnomo et al., 2021) Human resource development in improving performance carried out at the Bojonegoro Regency Education Office can be carried out by means of training in the form of meetings and case studies, under study or direct practice from prepared employees, job rotation and planned progression or direct practice by transferring employees, coaching and counseling coaching or teaching skills and work skills to subordinates.

This research was conducted at PT Nichias Rockwool Indonesia (Autopart) which is located at Kujang Industrial Estate, Jl. Gen. A. Yani, No: 39, PO Box 01, Kecamatan. Cikampek, Regency. Karawang, West Java, Indonesia. PT Nichias Rockwool Indonesia is the number one thermal industrial company in Indonesia which was founded in 1896 as a pioneer in the field of thermal insulation materials. The NICHIAS Group is engaged in five businesses. Energy and Industrial Plant, which provides engineering for all types of plants; Industrial Products, with the infrastructure industry as its main market; Advanced Products, specializing in the semiconductor market; Auto parts, where auto and automotive parts manufacturers are the main customers; Building Materials, which supplies and installs building materials for residences and buildings.

Every company / agency will try to achieve goals in an organization, in an effort to achieve company goals often faced with various problems both internal and external. These problems will be an obstacle for the company in achieving its goals, it makes the company to immediately respond to a problem quickly and precisely because the problem will be related to employee performance. Especially in the human resources department at the company PT. Nichias Rockwool Indonesia is often faced with various

problems such as: frequent work accidents in the work environment, frequent human errors, the level of potential danger in the work environment is very high and the employee's lack of alertness to abnormal situations and conditions. To reduce these things, PT. Nichias Rockwool Indonesia conducts training for all employees through KYT training. KYT is an abbreviation of (K: kiken (danger), Y: yochi (prediction), and T: training (practice). Previous safety anticipation activities by discussing, thinking and understanding in a team at work (or self-questioning) about " the hidden causes of hazards in the workplace and working conditions (unsafe activities and conditions that may lead to work injuries and accidents) as well as the "symptoms" (types of accidents) that cause this to occur. The implementation of this KYT training is divided into two, among others : individually and in groups Individual KYT activities are carried out individually, while group KYT activities are carried out in groups, 1 group consisting of 7 members, 1 chairperson. The implementation of the KYT work is given 15 minutes for both groups and individuals. Based on the description of the background above, the researchers are interested in conducting research with the title "Human Resource Development Through KYT Training (Kiken Yochi Training) to Improve Employee Performance at PT. Nichias Rockwool Indonesia (Autopart)".

2. Methods

This research was conducted at PT. Nichias Rockwool Indonesia (Autopart) having its address at Kujang Industrial Estate, Jl. Gen. A. Yani No : 39, PO Box 01, Kec. Cikampek, Kab. Karawang, West Java, Indonesia. This research was conducted for 3 months, starting in February 2021 and ending in April 2021. The type of data used in this study is secondary data. Secondary data is a source of research data obtained by researchers indirectly through intermediary media (obtained and recorded by other parties). Secondary data are generally in the form of evidence, historical records or reports that have been compiled in published and unpublished archives (documentary data). The subjects of this research are employees of PT. Nichias Rockwool Indonesia (Autopart).

Based on the background of the problem, this research uses a qualitative descriptive approach. Qualitative descriptive method, namely collecting data then analyzing it and explaining the results of observations in the field. This research produces conclusions in the form of data that describes in detail, not data in the form of numbers. The analytical method used in this research is literature study, case study and documentation.

According to Sutrisno in (Kurniawan, 2013) a study is called library research because the data needed to complete the research comes from the library in the form of books, encyclopedias, dictionaries, journals, documents, magazines and so on. The variables in the literature study (literature study) are non-standard. The data obtained are poured into sub-chapters so as to answer the formulation of the research problem. According to (Bangun, 2012) the case study approach (case study) is that participants are trained to find the cause of a problem, then participants are asked to solve the problem. The documentation that the researcher means is documents that can be in the form of writing such as diaries, life histories, stories, biographies, regulations, policies. Documents in the form of images such as photos, live images, sketches. Researchers collect relevant data in the form of archives, books, internet, other records related to this research that can provide answers to the problems studied.

The data analysis technique used in this research is data reduction, data presentation and conclusion drawing. According to Miles and Huberman in (Sugiyono, 2018) qualitative data analysis consists of 3 procedures, namely:

a. Data reduction

Data reduction, namely the process of selecting and focusing research attention through strict selection of the focus to be studied further. The ultimate goal of the reduction is to understand the data that has been collected and think about opportunities for further data collection. After all the required data has been collected, the data will be analyzed further and more intensively including the activities of developing a coding category system, sorting data and presenting data.

b. Data presentation

In presenting this data, all data in the field in the form of documentation, tables, graphs, pie chart, pictograms and the like will be analyzed so as to give rise to a description of human resource development in improving employee performance at PT. Nichias Rockwool Indonesia (Autopart).

c. Drawing conclusions or verification

Drawing conclusions is the last stage in data analysis. Researchers try to find meaning in each research focus. Furthermore, conclusions are drawn for each of these focuses, but in a comprehensive framework.

3. Results and Discussion

3.1 Research result

To improve the performance of human resources PT. Nichias Rockwool Indonesia is conducting training to all employees through KYT training. KYT is an abbreviation of (K: kiken (danger), Y: yochi (prediction), and T: training (practice). Previous safety anticipation activities by discussing, thinking and understanding in a team at work (or self-debriefing) about “ the hidden causes of hazards in the workplace and working conditions (unsafe activities and conditions that are likely to cause work injuries and accidents) as well as the “symptoms” (types of accidents) that cause this to occur. This KYT training aims to reduce the rate of work accidents in the workplace. work environment, prevent human error, reduce the level of potential hazards in the work environment and increase the level of alertness of employees to abnormal situations and conditions. So that with this KYT training, the performance of human resources at PT Nichias Rockwool Indonesia is further improved.

3.2 Discussion

To develop the performance of human resources PT. Nichias Rockwool Indonesia conducted several trainings, one of which was KYT (kiken yochi training) training. This KYT training aims to increase the level of awareness of employees in dealing with unsafe or abnormal situations and conditions in the work environment and to assist companies in reducing the rate of work accidents in order to improve employee performance. The implementation of the KYT training is divided into two, among others: individually and in groups. Individual KYT activities are carried out personally, while group KYT activities are carried out in groups, 1 group consisting of 7 members, 1 chairperson. The implementation of the KYT work is given 15 minutes for both groups and individuals. This KYT activity was used as a routine training at PT. Nichias Rockwool Indonesia. Because, with this activity, it really trains employees about sensitivity to abnormal situations, if employees are careful in doing every job then productivity will run smoothly and efficiently, and will help improve company performance in achieving goals.

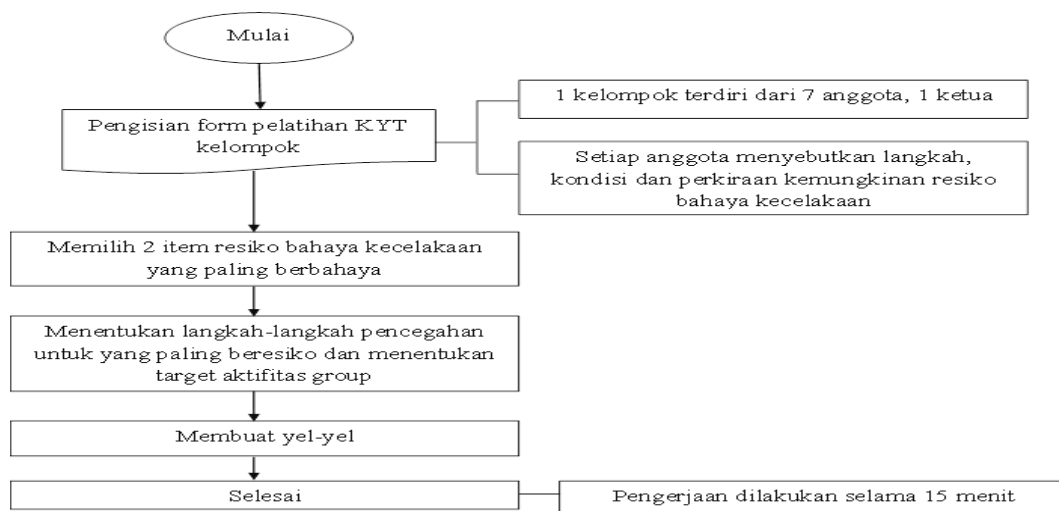


Figure 1. Flowchart of Filling in Group KYT (Kiken Yochi Training) Form

Figure 1, is a flowchart of filling out the group KYT form at PT. Nichias Rockwool Indonesia (Autopart). The steps are: 1) Start, 2) Fill out the group KYT training form, in 1 group consists of 7 members 1 chair, and each member mentions steps, conditions and estimates of possible accident risk, 3) Then, choose 2 items the risk of the most dangerous accidents, 4) Next, determine preventive measures for the most at risk and determine the target group activity, 5) Make yells, 6) Done, the work is carried out for 15 minutes.

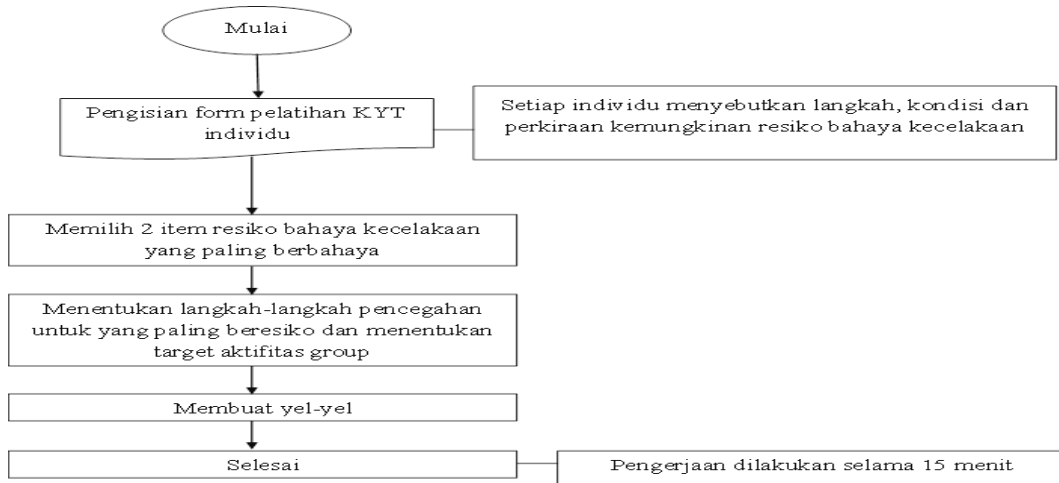


Figure 2. Individual KYT (Kiken Yochi Training) Form Filling Flowchart

Figure 2 is a flowchart for filling out the Individual KYT form. The steps are: 1) Start, 2) Fill out the group KYT training form, each individual mentions the steps, conditions and estimates of possible accident risk, 3) Then, chooses the 2 most dangerous accident risk items, 4) Next, determines preventive measures for those who are most at risk and determine group activity targets, 5) Make yells, 6) Done, the work is carried out for 15 minutes.

Figure 3. Group KYT training form
Source: PT Nichias Rockwool Indonesia

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