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The Effect of Employee Safety Training Frequency and Compliance on The Reducement of Workplace Accidents at Dr. Nur Clinic in Cimahi City

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Abstract

Workplace accidents in healthcare facilities are an important issue that has a significant impact on the safety of medical personnel, organizational efficiency, and service quality. Based on data showing an increase in workplace accident cases in Indonesia, a systematic approach is needed, including occupational safety and health (OSH) training and improving OSH compliance. This study aims to analyze the influence of the number of training sessions and compliance with workplace safety on the number of workplace accidents at Dr. Nur Clinic in Cimahi. The study employs a quantitative cross-sectional design with total sampling of all staff members (n=139). Primary data were collected through a questionnaire regarding the frequency of training, compliance with K3, and the number of workplace accidents over the past two years. Data were analyzed using multiple linear regression analysis. The results showed that the frequency of OSH training had a significant negative effect on the number of workplace accidents ($r = -0.218$; $p = 0.028$), with $R^2 = 0.048$, indicating that 4.8% of the variation in workplace accident incidents was explained by the frequency of training. Meanwhile, compliance with workplace safety showed a stronger and more significant negative correlation ($r = -0.307$; $p = 0.002$), with $R^2 = 0.095$, indicating a 9.5% contribution to reducing workplace accidents. Multiple regression analysis shows that both variables simultaneously influence the reduction in workplace accidents with an R^2 of 0.211 ($p < 0.001$), meaning that 21.1% of the variation in workplace accident incidents can be explained by the combination of both variables. These findings suggest that although the impact of each variable is moderate, the integration of training and improved compliance is more effective in creating a safer work environment. This study can serve as a basis for the development of more comprehensive OSH policies and learning for other health services in creating a strong safety culture.

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1. INTRODUCTION

Workplace safety is an essential aspect of operational effectiveness, especially in healthcare settings where workers are routinely exposed to biological, chemical, and physical hazards. In clinics and hospitals, the risk of accidents such as needle-stick injuries, patient handling incidents, or chemical exposures is heightened due to the nature of daily tasks. Therefore, safety management systems must be designed to ensure that all employees are adequately trained and comply with established safety procedures.

One of the most significant factors influencing workplace safety is the frequency of safety training provided to employees. Regular training not only reinforces essential knowledge and skills but also keeps employees updated on new protocols, technologies, and regulations. Frequent training can enhance awareness, improve response times during emergencies, and foster a proactive attitude toward risk prevention.

Equally important is employee compliance with safety regulations. Even the most comprehensive training programs are ineffective if employees fail to adhere to safety standards in their daily activities. Compliance is influenced by various factors, including organizational culture, management support, clarity of procedures, and personal attitudes toward safety. Monitoring and encouraging compliance is, therefore, a critical part of any safety strategy.

Occupational accidents in healthcare facilities are a serious issue that not only impacts the well-being of medical personnel but also threatens organizational efficiency and the quality of patient care. According to data from the Social Security Agency for Employment (BPJS Ketenagakerjaan) and the Ministry of Manpower, the number of workplace accidents in Indonesia increased sharply, from 77,295 in 2019 to 370,747 in 2023. In this context, healthcare workers face various risks, including needlestick injuries, chemical exposure, and ergonomic problems. Dr. Nur Clinic in Cimahi City, as part of the primary care system, recorded a relatively high number of workplace accidents. This underscores the urgency of implementing a systematic approach through occupational safety (K3) training and increased compliance with safety procedures.

The literature shows that training and adherence to occupational safety standards play a significant role in reducing the risk of accidents. A study by Robson et al. (2012) showed that occupational safety training had a positive influence on workforce attitudes and behaviors toward OHS, although the effect on actual behavior was moderate. Furthermore, Christian et al. (2019) revealed that occupational safety compliance behavior had a stronger relationship to safety outcomes than knowledge or training alone. Based on this background, this study aims to analyze the effect of training frequency and employee safety compliance on reducing occupational accidents at the Dr. Nur Clinic in Cimahi City.

This study focuses on evaluating how the frequency of safety training and the level of employee compliance affect the reduction of workplace accidents at Dr. Nur Clinic in Cimahi City. By analyzing data from the clinic, the research aims to determine whether regular training and high compliance levels are associated with a measurable decrease in workplace incidents. The findings are expected to provide valuable insights for improving occupational safety practices in clinical environments.

2. METHOD

This study used a quantitative approach with a cross-sectional design. The population consisted of all workers at Dr. Nur Clinic, with 139 respondents selected through a total sampling technique. The data collection instrument was a questionnaire measuring three main variables: frequency of occupational safety training, level of compliance with occupational safety procedures, and the number of occupational accidents that occurred in the last two years. The questionnaire underwent validity and reliability tests before use. Data analysis was performed using multiple linear regression to examine the direct and simultaneous effects of the two independent variables on occupational accidents. Results were analyzed by examining the significance value (p), regression coefficient (β), and determination value (R^2) as a measure of the variable's contribution to reducing occupational accidents.

3. RESULTS AND DISCUSSION

1. The Effect of Training Frequency on Workplace Accidents

The analysis results show that the frequency of occupational safety training has a weak but significant negative relationship with the frequency of occupational accidents ($r = -0.218$, $p = 0.028$), with an R^2 value of 0.048. This means that 4.8% of the variation in occupational accidents can be explained by the training frequency variable. The regression coefficient of -0.1761 indicates that a one-unit increase in training frequency is correlated with a 0.1761-unit decrease in occupational accidents.

These findings align with research by Burke et al. (2011), which showed that structured safety training programs can reduce the incidence of workplace injuries by 20-35%. Similarly, Vinodkumar & Bhasi (2018) found that safety training had a significant, though not dominant, protective effect on the incidence of workplace accidents in healthcare settings. Hignett et al. (2018) also emphasized that training tends to create awareness, but without behavioral and system-based support, its impact remains limited. Therefore, training is considered a necessary but insufficient component in preventing workplace accidents comprehensively.

2. The Impact of Compliance on Workplace Accidents

Occupational safety compliance showed a stronger negative correlation with workplace accidents ($r = -0.307$, $p = 0.002$), with a regression coefficient of -0.447 and an R^2 of 0.095. This means that every one-unit increase in the compliance score is associated with an average decrease of 0.447 units in workplace accident incidents.

This finding is consistent with the research of Neal and Griffin (2016), which showed that compliance with safety protocols had a correlation of -0.32 with accident incidence. Ricci et al. (2016) also found, through a meta-analysis, that behavioral compliance with safety was more effective than training in preventing workplace accidents. Christian et al. (2019) emphasized that training has an indirect effect, mediated by behavioral compliance. Therefore, compliance can be considered a direct or "proximal determinant" in the workplace safety outcome model.

3. The Simultaneous Effect of Training and Compliance on Workplace Accidents

Simultaneous regression analysis showed that training frequency and occupational safety compliance together explained 21.1% of the variation in occupational accident frequency ($R^2 = 0.211$, $p < 0.001$). The combined regression coefficient showed that compliance ($\beta = -0.330$) had almost twice the effect of training ($\beta = -0.232$) in reducing occupational accidents.

This model supports the findings of Houghton et al. (2020) who stated that training programs integrated with compliance monitoring systems provide more effective results than separate approaches. In the context of Dr. Nur's Clinic, an integrated approach of education and work behavior monitoring is considered the most appropriate strategy for creating a safe work environment.

4. CONCLUSION

Based on the results of this study, it can be concluded that:

1. The frequency of occupational health and safety training negatively impacts workplace accidents at Dr. Nur's clinic. This means that increasing the frequency of occupational health and safety training will result in a decrease in workplace accidents at Dr. Nur's

clinic.
2. Compliance with occupational safety behaviors negatively impacts workplace accidents at Dr. Nur's clinic. This means that increased compliance with occupational safety will result in a decrease in workplace accidents at Dr. Nur's clinic.
3. There is an interaction between the frequency of OHS training and compliance with occupational safety behaviors regarding workplace accidents at Dr. Nur's Clinic. This means that increasing both variables will have a more significant impact on reducing workplace accidents at Dr. Nur's Clinic.

5. SUGGESTION

A. For Clinic Management

1. Managers and supervisors should be role models for safety compliance and actively provide feedback. For example, by integrating safety indicators into team KPIs and consistently addressing procedure violations.
2. Management can provide a dedicated K3 team, conduct training with professional instructors, and purchase risk simulation tools to increase the effectiveness of training.
3. Management can align training schedules with compliance evaluations through internal audits. Occupational health and safety training can be scheduled over a specific period of time, covering topics such as handling hazardous medical equipment, fire emergency procedures, or ergonomic risk mitigation.

B. For Further Research

1. Future studies should use longitudinal designs with larger and more diverse samples from the healthcare population, to establish causal relationships between training, adherence, and accidents.
2. The use of objective measures of compliance through observation and verified accident reports would address the limitations of self-reported data and strengthen the validity of the findings regarding the training-compliance-accident relationship.
3. Investigating how training quality, content, and delivery methods – beyond mere frequency – impact compliance and accident rates across a range of safety areas.

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