

## Qualitatif Research : The Needs Urgency Occupational Health Nurse (OHN) Manpower to support Health and Wellness Programe at Indonesian Company

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### Abstract:

*In the 2022 National K3 Profile, there is still a high number of PAK and KK based on global data released by the International Labor Organization (ILO), that the number of KK and PAK cases in the world reached 430 million per year, consisting of 270 million (62.8% ) KK cases and 160 million (37.2%) PAK cases, and caused the death of 2.78 million workers. every year. industries in 49 countries include occupational health physicians, occupational health nurses, occupational hygienists, safety engineers, ergonomists/physiotherapists, and psychologists to provide comprehensive K3 services. This research method is qualitative research with a phenomenological research design and uses exploratory descriptive analysis. Data collection used interview and observation methods, carried out at oil and gas and plantation companies. The results achieved in this research concluded that OHN or company nursing staff have a very important role in supporting occupational health programs and occupational welfare programs. As in interviews conducted with 3 participants, it was revealed that the role of OHN is very comprehensive. All worker activities in the company must be supervised by OHN. Apart from that, by empowering OHN within the company, management only needs to facilitate training and knowledge upgrades for the Occupational Health and Safety team for the company's financial efficiency.*

**Keywords:** - Occupational Health Nurse, Sport Injury, Wellness & Occupational Health Programe

### Introduction

Globally, the nursing workforce accounts for 59% of all health professions in the world (WHO, 2020). Based on data from the Indonesian Ministry of Health, January 4 2023, the number of nurses is the highest type of health worker at 524,508%. Nowadays there are still many nursing graduates who assume that after completing their education, D3, S1 and professional nursing graduates can only work in clinics, laboratories and hospitals. Nursing colleagues and students still have very little knowledge about job opportunities for nurses in companies/industry. Occupational Health Nursing (OHN) is an independent and autonomous nursing science (Ambar W. Roestam) which is a combination of medical, public health, industrial hygiene and nursing sciences (Prof. Tan Malaka). The profession of OHN and corporate paramedics could be a breakthrough or optimization of the distribution of nursing human resources in Indonesia. So, this will be able to equalize the various health service sectors. Various Occupational Safety and Health (K3) professionals have also been employed by companies and industries in 49 countries, including occupational health physicians, occupational health nurses,



occupational hygienists, safety engineers, ergonomists/physiotherapists, and psychologists (International Labor Organization/ILO, 2018 and Devanda, 2022). OHN is a concept and framework from various scientific disciplines, namely nursing, medicine, public health, social and behavioral sciences, and management principles. This concept aims to improve and maintain workers' health status and protect workers from work accidents and dangerous risk factors in the workplace (American Association of Occupational Health Nurses/AAOHN). According to the World Health Organization (WHO) in 2012, the various roles of nurses in OHN includes medical teams, nursing managers, advisors, educators and researchers (Hardy et al., 2021). The Royal College of Occupational Health Nursing Society of England estimated that there were 7500 nurses working in the UK in occupational health settings in 1996. Philosophically, the basic principles of OH nursing practice remain unchanged; namely to improve health in the workplace and to protect workers' health (Devanda F.A, 2023). This research gap is optimizing the empowerment of Occupational Health Nurse staff in handling health in company wellness and sports programs.

In the 2022 National K3 Profile, there is still a high number of PAK and KK based on global data released by the International Labor Organization (ILO), that the number of KK and PAK cases in the world reached 430 million per year, consisting of 270 million (62.8%) KK cases and 160 million (37.2%) PAK cases, and caused the death of 2.78 million workers every year. Meanwhile, 40% of KK and PAK cases occur in young workers. August 2019 BPS numbered 135.61 million workers from the 144.01 million workforce or around 50% of the total population of 270.2 million people, (BPJS) Employment total work accident insurance for 2019 to 2019. In 2021, there were 210,789 people (4,007 people died), 221,740 people (3,410 people died), and 234,370 people (6,552 people died). Compensation costs incurred from 2019 to 2019 2021, namely: IDR 1.58 T, 1.56 T and IDR. 1.79 T. This data certainly does not reflect national representation because it only comes from a total of 30.66 million workers (who are participants in the BPJS Employment program), the increase in KK and PAK cases is dominated by young workers so that K3 should then become a mainstream program in order to national development in the aspects of human resources, education and K3 culture, K3 should be introduced from an early age through the world of formal and informal education and continuously according to the level of education.

Referring to the Guidelines for Clinics in Workplaces/Companies DIRJENKESMAS DEPKES RI 2009 Occupational Health Nurses are one of the human resource requirements in Procuring Occupational Health Services as stated in Minister of Manpower and Transmigration Regulation No. 01/Men/1979 concerning Obligatory Corporate Hygiene and Occupational Health Training (HIPERKES) based on the data above shows the importance of the need for nurses in the workplace to support the National K3 program and support the Government's program to achieve Indonesia's Golden Generation by 2045. OHN is already known in Western countries and developed countries, but this is still considered a new field in developing countries like Indonesia (Devanda F.A, 2023). To accommodate the OHN profession, the author and team created a digital platform Instagram @ohnurseedu which has IPR and is also part of the Indonesian Network of Occupational Safety and Health Professionals (INOSHPRO) as a forum for developing the OHN or corporate nurse profession in Indonesia.

## Material & methods

This research is qualitative research with a phenomenological research design and uses exploratory descriptive analysis. In qualitative research there is no minimum sample size and informants are taken in small numbers, in certain cases even 1 informant can be used (Martha & Kresno, 2016). Data collection using interview and observation methods was carried out at oil and gas and plantation companies. The total participants in this research consisted of 3 participants. OHN participants consisted of three OHN people who were the main participants. The three participants who came from the nursing profession had fulfilled the required information. This research uses Collaizi's stages to analyze data, quoted from the journal Getting to Know the Phenomenological Approach: A Qualitative Research, From the various definitions above, in general it can be concluded that the research objectives are qualitative to describe a particular phenomenon. This is confirmed by the opinion of Nassaji (2015) who calls qualitative research or descriptive research aims to describe a phenomenon with various characters surrounding it. Furthermore, Nassaji also said that this research was more prioritizing the what rather than how and why something happens. Go to research Qualitative research was also put forward by Sani, Manurung, Suswanto, and Sudiran (2017). Call qualitative methods aimed at uncovering existing phenomena and understanding them the meaning behind the phenomenon. (Halaluddin, 2018).

## Results

Based on the research carried out, to obtain optimal Occupational Health and Wellness program achievements, in-depth interviews need to be carried out and accompanied by authentic documentary evidence and reports on the programs they have carried out, here are the results of the research::

### Partisipant 1

"In order to create health workers who are FIT and Excellent, there needs to be assistance from OHN in the Company. The welfare of workers who experience Occupational Health degrees P6&P7 greatly influences work concentration. The Wellness Program (Weight Management) is related to body weight which influences the case study with heart disease, diabetes mellitus and hypertension. Benefits of having a Wellness Program: Improving the Health and Welfare Status of Workers, Education on Healthy Lifestyles, Ensuring workers are Fit for the job (Fit To Task/Fit To The Job). The Work Environment at PT. Pertamina Patra Niaga IT Panjang uses several stages: Data Collection; Review & Data Analysis; Healthy Talk & Counseling; Program Mentoring; Evaluation.

#### Mentoring/Monitoring Process:

1. Fill in daily activities in the form of records of daily food intake, sports activities and obstacles in implementing the program via WA group. Fill in the book manually
2. Done every day
3. Report daily activity per week for those who choose manual reporting using the book distributed by the Medical function
4. Carried out by the Wellness team consisting of:
  - 1 Doctor
  - 2 Nutritionists
  - 1 Sports Instructor

## 5. OHN as executor

### Participant 2

"At our place. Sports injury cases occurred at sporting events in the 17's. If you look at the 3 sports such as mini-soccer, volleyball and badminton. The most cases are in mini soccer sports. Symptoms that are often experienced are bruising and swelling in the leg area due to collisions with opponents. As a nurse, her job is only as a first aid officer. If there is a more serious injury. Other medical teams came or went directly to the central clinic. So every 3 matches. There are 1 or 2 nurse representatives in the field. The number of nurses on our site is around 8-9 people who are Onduty. 2-3 are Offdunty. There are 4 civil servant site clinics. During the on season or milling season, there are 3 shifts. Sometimes we lack manpower in these sporting events.

### Participant 3

"In our company, this has often been implemented so that at every sporting event, including company anniversary competitions, BUMN Fest, and friendly football events between companies and ministries, we always bring an Occupational Health Doctor (OHD) and an Occupational Health Nurse (OHN) and then collaborate with the nearest health facility. from the activity location. There are several sports injury categories that we create, scale: 1 (minor), 2 (moderate), 3 (serious, not life threatening), 4 (severe, life threatening, possibility of survival), 5 (critical, survival uncertain) and 6 (unsustainable). OHD and OHN handle sports injuries on a scale of 1 and 2, if more than that they are immediately referred to health facilities that have sports injury units such as RSPP, Premier Bintaro Hospital, Jakarta Hospital, Primaya Hospital and Siloam Hospital. OHD and OHN are equipped with a special First Aid Pack for Sport injuries and are equipped with Sport Injury Certification, this is done for COS efficiency in handling Sport Injury to employees and the Company.

OHN HR Capabilities			
Optimizing Employee Health & Wellness Programs in Companies			
OHN Job Desk : <ul style="list-style-type: none"> <li>• Preventive measures and health promotion</li> <li>• Managing workplace injuries and illnesses</li> <li>• Ergonomics and workplace design</li> <li>• Occupational health surveillance</li> <li>• Mental health support</li> <li>• Health and safety training</li> <li>• Occupational health and environmental exposure</li> </ul>	wellness programmes in practice :		
	<b>Fitness</b>	<b>Overall health</b>	<b>Diet and lifestyles</b>
	Free or discounted gym membership	Screening programmes and diagnostics/risk assessment	Free training on healthy lifestyles/visit to dietician
	Meetings on the move / Dance workshops	Smoking cessation programmes	Stress management courses
	10,000 step pedometer programme	Systematic examinations - a package for employees and their family members	Healthy eating and supplementation education programmes
	Morning yoga classes	Assistance programmes and advising employees within the organizational unit for human resources	Introduction of flexible working hours (in order to reduce stress and reconcile business and private life)
	Fitness programmes or using fitness equipment within the organization	Physiotherapy treatments – therapies and massage	Healthier diet in cafeterias
	Incentives to get to work on foot or by a bicycle	Periodical (optional) physical exercise	Weight reduction or gaining programmes
Source: Adapted from Oyewole & Taylor, 2012, p. 208			

## **Dicussion**

Based on the results of our research in achieving optimal Occupational Health and Wellness programs, we first look at the duties of OHN in a company, namely preventive measures and health promotion, managing injuries and illnesses in the workplace, ergonomics and workplace design, occupational health surveillance, health support, mental health, health and safety training, and exposure to occupational health and the environment. So there is a need for OHN in the Company. The welfare of workers who have an Occupational Health degree. Wellness programs are really needed in a company for employee health. In order to have a healthy body and ideal weight and avoid serious diseases. Such as heart disease, diabetes mellitus and hypertension. One of the health workers in the mentoring or monitoring process in Wellness program activities is OHN as the executor.

Second, there were cases that occurred in 3 sports such as mini soccer, volleyball and badminton. The most cases are in the sport of mini football. Symptoms that often appear are bruising and swelling in the leg area due to collisions with opponents. The total number of nurses is 11-12 people divided into 4 clinics at the PNS project site. However, the OHN team faced an obstacle, namely a lack of staff for sporting events at a company. According to Lenjani B, et al (2021) stated that problems arise at different stages during the management of disease and injury on sports fields without mobile teams, capacity, human resources, medical equipment, triage areas and other systems. Lack of coordination of actions is the main cause of delays in treating sick people and injuries in sports. So human resources, namely health care workers or OHN, are really needed to support the achievement of optimal Occupational Health and Wellness programs around the company.

For the Company's finances efficiency, it is hoped that the company will recruit health workers with a nursing background who will then be given sports injury training as well as occupational health training and wellness programs, as we now know that nursing studies various types of nursing, midwifery, medical, pharmacological, nutrition, occupational safety, physiotherapy, and Public Health.

## **Conclusions**

So from this research it can be concluded that OHN or company nursing staff have a very important role in supporting occupational health programs and occupational welfare programs. As in interviews conducted with 3 participants, it was revealed that the role of OHN is very comprehensive. All worker activities in the company must be supervised by OHN. Apart from that, by empowering OHN within the company, management only needs to facilitate training and upgrade knowledge for the Occupational Health and Safety team for the company's financial efficiency by providing efficient and optimal occupational health services. Based on this research, it is hoped that the company will be able to empower OHNs and Paramedics in implementing Wellness programs and handling sports injuries.

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