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HUBUNGAN PENGETAHUAN DAN SIKAP TENTANG BUDAYA KESELAMATAN DAN KESEHATAN KERJA (K3) TERHADAP KEPATUHAN PENGGUNAAN APD PADA KARYAWAN PERUSAHAAN BATU BARA PT. TRUST, KALIMANTAN TIMUR

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ABSTRAK

Latar Belakang: APD merupakan alat yang dipakai dengan tujuan guna melindungi para pekerja dari cedera atau penyakit yang dapat disebabkan dari bahaya di tempat kerja. Faktor penyebab pekerja melakukan perilaku berbahaya, diantaranya adalah pengetahuan dan sikap. Pengetahuan merupakan modal utama pekerja untuk memahami peraturan kerja di perusahaan, sedangkan sikap adalah kunci utama seorang pekerja untuk bersedia mematuhi peraturan tersebut. Masih banyak karyawan yang mengalami kecelakaan kerja karena tidak lengkap menggunakan APD dan ada yang belum pernah mengikuti pelatihan K3 tentang APD dan belum mengatahui peraturan tentang K3 dan APD. Tujuan: Untuk Menganalisis Hubungan Pengetahuan dan Sikap Tentang Budaya Keselamatan dan Kesehatan Kerja Terhadap Kepatuhan Penggunaan APD Pada Karyawan. Metode: Penelitian ini menggunakan desain Korelasional dengan pendekatan Cross Sectional. Teknik pengambilan sampel total sampling dengan jumlah 35 responden. Analisis data menggunanakan uji statistik rank spearman. Serta instrumen penelitian menggunakan kuesioner tingkat pengetahuan, sikap tentang K3 dan kepatuhan penggunaan APD. Hasil: Berdasarkan hasil analisis hubungan pengetahuan dengan kepatuhan penggunaan APD yaitu p-value 0.000 dan pada hubungan sikap dengan kepatuhan penggunaan APD yaitu p-value 0.03 atau p < 0,05, maka Ha diterima sehingga ada Hubungan Pengetahuan dan Sikap Tentang K3 Terhadap Kepatuhan Penggunaan APD. Kesimpulan: Pengetahuan, sikap dan kepatuhan melakukan budaya K3 saling berhubungan. Sehingga diharapkan petugas kesehatan lebih maksimal memberikan sosialisasi tentang K3 dan penggunaan APD agar meningkatkan pengetahuan, sikap dalam penggunaan APD.
Kata Kunci: .Pengetahuan, Sikap, Budaya Keselamatan dan Kesehatan Kerja, Kepatuhan Penggunaan APD.

ABSTRACT

Background: PPE is a tool used with the aim of protecting workers from injury or illness that can be caused by hazards in the workplace. Factors that cause workers to engage in dangerous behavior, including knowledge and attitudes. Knowledge is the main capital for workers to understand work regulations in the company, while attitude is the main key for a worker to be willing to comply with these regulations. There are still many employees who have work accidents because they are not happy. Objective: To analyze the corrrelation between knowledge and attitudes regarding occupational safety and health culture on compliance with the use of PPE among employees. Methods: This study used a Correlational design with a Cross Sectional approach. Total sampling technique with a total of 35 respondents. Data analysis used spearman rank statistical tests. As well as research instruments using questionnaires on the level of knowledge, attitudes about K3 and compliance with the use of PPE. Results: This study used the Correlational design method with a Cross Sectional approach. Total sampling technique with a total of 35 respondents. Data analysis used spearman rank statistical tests. As well as research instruments using questionnaires on the level of knowledge, attitudes about K3 and compliance with the use of PPE. Conclusion:

Knowledge, attitudes and adherence to K3 culture are interconnected. So it is expected that health workers will maximally provide socialization about K3 and the use of PPE in order to increase knowledge, attitudes in the use of PPE.
Keywords: *Knowledge, Attitude, Occupational Safety and Health Culture, Compliance with PPE Use.*

BACKGROUND

Occupational Safety and Health (OSH) is an effort of protection extended to all potential hazards that may pose risks (work accidents). In relation to the implementation of OSH efforts, the use of personal protective equipment as a part of workplace control is a crucial requirement that needs attention. Personal Protective Equipment (PPE), abbreviated as APD in Indonesian, is a tool used with the purpose of protecting workers from injuries or illnesses that may result from hazards in the workplace such as chemicals, biology, physical, electrical, mechanical, and others (Hakim & Febriyanto, 2020). The use of PPE is a key risk control measure to prevent accidents and reduce accident occurrences in the workplace. However, findings at mining locations indicate that the frequency of PPE usage during work is still low, and the incidence of accidents at work remains high (Rr Dian et al., 2020). The dominant causes of accidents are worker negligence, unsafe construction practices, and failure to use personal protective equipment (Akbar, 2020). Accidents are primarily caused by unsafe acts of individuals, in addition to unsafe conditions. Factors causing workers to engage in hazardous behavior include knowledge and attitude. Knowledge is the main asset for workers to understand the company's work regulations related to their jobs, while attitude is the key for a worker to willingly comply with these regulations (Akbar, 2020). Based on the phenomenon that many employees still experience work accidents due to incomplete use of PPE (inhalation of gases, electrical shorts, falls from heights, being hit by objects), some state that they are not aware of the correct procedures for using PPE, lack knowledge about the Material Safety Data Sheet (MSDS) for each chemical used, and have not undergone OSH training regarding PPE or are unfamiliar with OSH regulations, especially those related to the use of PPE.

According to the latest data released by the International Labour Organization (ILO), 2.78 million workers die every year due to work accidents and work-related illnesses. Around 2.4 million (86.3%) of these deaths are due to work-related illnesses, while more than 380,000 (13.7%) are due to work accidents. Every year, there are nearly a thousand times more non-fatal work accidents than fatal work accidents. Non-fatal accidents are estimated to be experienced by 374 million workers every year, and many of these accidents have serious consequences on workers' earning capacity (Nurjannah, 2020). Based on Akbar's research (2020), statistical tests using chi-square through SPSS yielded a result with a p-value of 0.007, which is less than 0.05, indicating a correlational between knowledge and compliance with PPE usage. The PR value was found to be 2.737 with a 95% Confidence Interval (CI) of 1.208-6.203, suggesting that workers with poor knowledge are 2.7 times more likely to have poor compliance with PPE usage compared to workers with good knowledge. Similarly, regarding attitude and compliance with PPE usage, the statistical test yielded a result with a p-value of 0.004, also less than 0.05, indicating a correlational between attitude and compliance with PPE usage. The PR value was found to be 3.478 with a 95% Confidence Interval (CI) of 1.202-10.067, suggesting that workers with poor attitude are 3.4 times more likely to have poor compliance with PPE usage compared to workers with a good attitude. Based on survey data, the number of work accident incidents reported by the Medical Action Report for Work Accidents at PT. TRUST Health

Post in 2020 was 7 (0.003%) incidents, in 2021 it was 24 (0.009%) incidents, in 2022 it was 40 (0.014%) incidents, and from January to October 2023 there were 70 (0.024%) incidents. Based on this data, it can be seen that there is an increase in cases every year (PT. TRUST, East Kalimantan, 2023). Based on this data, in March 2023, one employee from the GA department experienced an incident, falling from a height of 2 meters while working in a hazardous area repairing the employees' dormitory roof.

One of the company regulations that employees must comply with is the use of Personal Protective Equipment (PPE) during work processes. The use of PPE during work serves to protect employees from experiencing minor or severe injuries in the event of a work accident while performing their tasks. Driving factors that can influence the use of PPE include knowledge, attitude, belief, values, and traditions or culture (Notoatmodjo, 2014). Several articles on compliance with PPE usage highlight various factors influencing compliance, including knowledge, work attitude, belief, values, traditions, or culture. Additionally, there are other factors such as work tenure, level of education, motivation, policies, training, supervision, and other factors that can affect PPE usage. One of the reasons employees may not comply with using PPE is due to minimal knowledge about its usefulness. Knowledge is an essential factor in shaping an individual's behavior. Factors influencing knowledge include education, age, occupation, and experience in receiving information (Budiman & Riyanto, 2015). Factors influencing the formation of attitudes include personal experience, influence of significant others, cultural influence, mass media, educational institutions, religious institutions, and emotional factors (Azwar, 2015). The impact of not using PPE is that in the event of a work accident, it can lead to injuries. These injuries prevent employees from performing their tasks properly, disrupting work productivity and negatively impacting their job. Injuries can range from minor to severe, including incomplete body parts (disability) or even death.

The role of nurses in enhancing workers' knowledge and attitudes involves improving occupational safety through preventive and promotive efforts. Nurses play a vital role in promoting health through health education about the culture of occupational safety in the use of Personal Protective Equipment (PPE). This should be a focus for management to enhance employees' knowledge and attitudes, encouraging them to willingly use PPE during work (Akbar, 2020). When knowledge and attitudes are positive, they become behaviors that reflect the values and characteristics practiced by employees within a company. From the above description, it can be understood that knowledge and attitudes are significant factors influencing employees in the use of PPE. Therefore, when employees possess good knowledge and attitudes, the culture of PPE usage can enhance occupational safety and health. Considering the importance of PPE usage, research on "The Correlational Between Knowledge and Attitudes About Occupational Safety and Health Culture (OSH) Towards Compliance with PPE Usage in Employees of Coal Mining Companies PT. TRUST, East Kalimantan" should be conducted.

METHODS

1. Research Design

Research design is a research strategy used as a guide or instruction in the implementation of research to achieve predetermined objectives (Nursalam, 2020). The research design used in this study is correlational (Non-Experimental). Correlational research aims to identify the correlational and level of correlational between two or more variables without any attempt to influence these variables, thus avoiding manipulation by the researcher. It is related to how a study can be applied and serves as guidance in the

planning and implementation of research to achieve a goal or answer research questions (Nursalam, 2020). Correlation research aims to reveal correlational correlationals between variables with a cross-sectional approach. Cross-sectional research is defined as an observational study that analyzes data variables collected at a specific point in time across the entire predetermined sample population (Nursalam, 2020). In this study, we aim to determine the correlational Between the Level of Knowledge and Attitude About Occupational Safety and Health (OSH) Culture Towards Compliance with the Use of Personal Protective Equipment (PPE) in Employees of Coal Mining Companies PT. TRUST, East Kalimantan. Data collection regarding the Level of Knowledge and Attitude will only be conducted once during the study.

2. Population

Population in research refers to the subjects (e.g., humans: clients) who meet the predetermined criteria. The population of this research consists of all 40 employees in the GA department at PT. TRUST, East Kalimantan. A sample is a subset of the population, selected using specific methods (Wasis, 2018). For this study, the sample size is 35 employees.

3. Sample

Sample is a part of the population, which is selected using specific methods (Wasis, 2018). The sample consists of an accessible portion of the population that can be used as research subjects through sampling (Nursalam, 2017). According to Nursalam (2020), a study is conducted on a sample selected from an accessible population predetermined beforehand. Determining the size or number of samples used in research depends on two factors: the availability of sources to determine the maximum limit of sample size and the needs of the analysis plan that determine the minimum limit of sample size. In this research, the sample consists of 35 employees from the GA department at PT. TRUST, East Kalimantan.

4. Sampling

Sampling is the process of selecting a portion of the population that can represent the entire population (Nursalam, 2017). Sampling is the process of selecting a portion of the population to represent the entire population. Sampling techniques are methods used in sample selection to obtain samples that truly represent the entire research subject (Nursalam, 2020). In this research, the sampling technique used is Total Sampling, which is a sampling technique where the sample size is equal to the population, thus it is expected to address the research problems (Nursalam, 2017).

5. Data Collection Instrument

Data collection is a process of approaching subjects and collecting subject characteristics necessary for a research. The steps in data collection depend on the research design and the instrument techniques used. During the data collection process, researchers focus on providing subjects, examining data collection personnel (if necessary), observing principles of validity and reliability, and resolving any issues that arise so that the data can be collected according to the predetermined plan (Nursalam, 2017). Informed Consent is provided by the researcher to the patients who will be studied before filling out the questionnaire. Data collection will be conducted directly on the Employees of the Coal Mining Company PT. TRUST in East Kalimantan. Questionnaire is a measurement tool in the form of a survey, which is a method of data collection in the form of written questions presented through a list of questions prepared in advance by the researcher to be given to respondents who fill out the answers themselves.

1) *The instrument used to measure the level of knowledge is a questionnaire with dichotomous answer choices adopted from the research (Hidayati, 2019), which has undergone validity testing with a Cronbach's Alpha value of 0.361, indicating that the tested questionnaire is reliable. In addition to reliability testing using Cronbach's Alpha method, a test-retest reliability method was also conducted on the same respondents with a time span of 6 days after the initial data collection. The Pearson Correlation value obtained was 0.586, indicating that the Knowledge questionnaire tested is reliable. There are a total of 20 items with answer choices True (T) and False (F).*
2) *The instrument used to measure Attitude is a questionnaire with closed statements adopted from the research (Hidayati, 2019), which has undergone validity testing with a coefficient value of 0.536; indicating that the attitude questionnaire is quite reliable. Meanwhile, in the test-retest method, a Pearson correlation coefficient of 0.543 was obtained, meaning the Attitude questionnaire is reliable. There are 8 items with assessment using a Likert scale divided into two parts: positive statements and negative statements. Positive statements have 4 answer choices: Strongly Agree (SA) valued at 4, Agree (A) valued at 3, Disagree (D) valued at 2, and Strongly Disagree (SD) valued at 1. Negative statements have 4 answer choices: Strongly Agree (SA) valued at 1, Agree (A) valued at 2, Disagree (D) valued at 3, and Strongly Disagree (SD) valued at 4.*
3) *The instrument used to measure compliance with the use of PPE is a questionnaire with dichotomous answer choices adopted from the research (Hidayati, 2019), which has undergone validity testing with a Cronbach's Alpha value of 0.461, indicating that the tested questionnaire is reliable. In addition to reliability testing using Cronbach's Alpha method, a test-retest reliability method was also conducted on the same respondents with a time interval of 6 days after the initial data collection. A Pearson correlation coefficient of 0.686 was obtained, indicating that the tested Compliance questionnaire is reliable. There are 9 items with answer choices Yes and No.*

RESULT AND DISCUSSION

RESULT

1. *General Data*

1) Respondent Characteristics Based on Age

Age	*Amount*	*Percentage (%)*
17-25 *Years*	14	40.0
26-35 *Years*	17	48.6
36-45 *Years*	4	11.4
Total	35	100.0

(Data Source : Primary Data)

Based on the table above, out of 35 respondents, there are 17 respondents (48.6%) aged 26-35 years, while the least are 4 respondents (11.4%) aged 36-45 years.

2) Characteristics of Respondents Based on Gender

Gender	*Amount*	*Percentage (%)*
Male	26	74.3
Famale	9	25.7
Total	35	100.0

(Data Source : Primary Data)

Based on the table above, out of 35 respondents, there are 26 male respondents (74.3%) and 9 female respondents (25.7%).

3) Respondent Characteristics Based on the Highest Education Achieved

Education	Amount	Percentage (%)
Senior High School	22	62.9
University	13	37.1
Total	35	100.0

(Data Source : Primary Data)

Based on the table above, out of 35 respondents, the highest education level achieved is high school (SMA) with 22 respondents (62.9%), while the lowest education level achieved is university with 13 respondents (37.1%).

4) *Characteristics of Respondents Based on Occupation/Field*

Occupation/Field	Amount	Percentage (%)
Mechanic	13	37.1
Operator	8	22.9
Administration	6	17.1
IT	3	8.6
Elektriction	2	5.7
Supervisor	1	2.9
Driver	1	2.9
Waitress	1	2.9
Total	35	100.0

(Data Source : Primary Data)

Based on the table from 35 respondents, the most common occupation is Mechanic with 13 respondents (37.1%), while the least common are Supervisor with 1 respondent (2.9%), Driver with 1 respondent (2.9%), and Waitress with 1 respondent (2.9%).

5) *Characteristics of Respondents Based on Length of Employment*

Length Of Work	Amount	Percentage (%)
< 1 Years	6	17.1
1-3 Years	17	48.6
4-6 Years	7	20.0
7-10 Years	3	8.6
> 10 Years	2	5.7
Total	35	100.0

(Data Source : Primary Data)

Based on the table above, out of 35 respondents, the majority have been working for 1-3 years, totaling 17 respondents (48.6%), while the fewest have been working for more than 10 years, with 2 respondents (5.7%).

6) *Characteristics of Respondents Based on Whether They Have Experienced Work Accidents*

Have/ haven't had a work accident	Amount	Percentage (%)
Haven't	29	82.9
Have	6	17.1
Total	35	100.0

(Data Source : Primary Data)

7) *Respondent Characteristics Based on Experience in Receiving Information About OHS and PPE*

Receiving Information	Amount	Percentage (%)
Have	34	97.1
Haven't	1	2.9
Total	35	100.0

(Data Source : Primary Data)

Based on the table above, out of 35 respondents, the majority have never experienced a work accident, totaling 29 respondents (82.9%), while those who have experienced a work accident are 6 respondents (17.1%).

8) *Characteristics of Respondents Based on Source of Information*

Source of Information	Amount	Percentage (%)
Health education	28	82.3
Electronic Media	4	11.7
Paper Media	2	5.8
Total	34	100.0

(Data Source : Primary Data)

Based on the table above, out of 34 respondents who have received information about OSH

and PPE, the most common source is health education provided by healthcare professionals, with 28 respondents (82.3%), while the least common source is print media, with only 2 respondents (5.8%).

2. *Custom Data*

1) *Cross-Tabulation Results and Spearman Rank Correlation Test: Correlational Between Knowledge About Occupational Safety and Health Culture (OSH) and Compliance with Personal Protective Equipment (PPE) Use Among Employees of PT. TRUST Coal Company, East Kalimantan, 2024*

		Comliance with the use of PPE							
		N	Not Obey	N	Obey	N	Total	P. Value	Koefisien Korelasi
Knowledge	Good	2	8.0%	23	92.0%	25	100%		
	Satisf actoty	6	60%	4	40%	10	100%	0.000	0.559
Total		8	22.9%	27	77.1%	35	100%		

Based on the table above, out of 35 respondents, those with good knowledge amounted to 25 respondents, among whom compliance with PPE use was categorized as compliant for 23 respondents (92.0%) and non-compliant for 2 respondents (8.0%). Respondents with sufficient knowledge totaled 10 respondents, among whom compliance with PPE use was categorized as compliant for 4 respondents (40.0%) and non-compliant for 6 respondents (60.0%).

Based on the Spearman Rank test results, the p-value obtained is 0.000, which means the significance level is $p < 0.05$. Therefore, the alternative hypothesis (Ha) is accepted, indicating a correlational between Knowledge About Occupational Safety and Health Culture (OSH) and Compliance with Personal Protective Equipment (PPE) Use Among Employees of PT. TRUST Coal Company, East Kalimantan. The correlation coefficient is 0.559 (55.9%), indicating a moderate level of correlation. Additionally, the positive correlation coefficient value of 0.559 (55.9%) indicates a positive correlational between the variables, suggesting that as knowledge level improves, compliance with PPE use also increases.

2) *Cross-tabulation and Spearman Rank statistical test results for the Correlational between Attitude Towards Occupational Safety and Health (OSH) Culture and Compliance with Personal Protective Equipment (PPE) Use Among Employees of PT. TRUST Coal Company, East Kalimantan, in 2024.*

		Comliance with the use of PPE							
		N	Not Obey	N	Obey	N	Total	P. Value	Koefisien Korelasi
Attitude	Positive	4	14.8%	23	85.2%	27	100%		
	Negative	4	50%	4	50%	8	100%	0.03	0.352
Total		8	22.9%	27	77.1%	35	100%		

Based on the table above, out of 35 respondents, it was found that respondents with a positive attitude amounted to 27 respondents, of which 23 respondents (85.2%) were compliant with the use of Personal Protective Equipment (PPE), while 4 respondents (14.8%) were not compliant. Respondents with a negative attitude amounted to 8 respondents, of which 4 respondents (50.0%) were compliant with the use of PPE, and 4 respondents (50.0%) were not compliant. Based on the Spearman Rank test results, the p-

value obtained is 0.03, indicating a significance level of p < 0.05. Therefore, the alternative hypothesis (Ha) is accepted, indicating a correlational between Attitude Towards Occupational Safety and Health (OSH) Culture and Compliance with Personal Protective Equipment (PPE) Use Among Employees of PT. TRUST Coal Company, East Kalimantan, in 2024, with a Correlation Coefficient of 0.352. Thus, the strength of the correlational is low. The positive value of the correlation coefficient, which is 0.352 (3.52%), indicates a positive direction of the variable correlational.

In this case, the sign of the correlation coefficient indicates the direction of the correlational, meaning that the more positive a person's attitude, the more compliant they are with the use of PPE.

DISCUSSION

1. *Analysis Result of the Correlational between Knowledge of Occupational Safety and Health (OSH) Culture and Compliance with the Use of Personal Protective Equipment (PPE) Among Employees of PT. TRUST Coal Company, East Kalimantan*

Based on the cross-tabulation result from 35 respondents, it was found that respondents with good knowledge amounted to 25 respondents, among them 23 respondents (92.0%) were compliant with the use of Personal Protective Equipment (PPE), while 2 respondents (8.0%) were not compliant. Respondents with sufficient knowledge amounted to 10 respondents, among them 4 respondents (40.0%) were compliant with the use of PPE, while 6 respondents (60.0%) were not compliant. Based on the Rank Spearman test result, the p-value obtained was 0.000, or a significance level of p < 0.05. Therefore, the alternative hypothesis (Ha) is accepted, indicating a correlational between Knowledge of Occupational Safety and Health (OSH) Culture and Compliance with the Use of Personal Protective Equipment (PPE) Among Employees of PT. TRUST Coal Company, East Kalimantan. with a Correlation Coefficient of 0.559, indicating a moderate level of association. Additionally, the positive correlation coefficient value of 0.559 (55.9%) indicates the direction of the correlational between the variables, which is positive. In this case, the sign of the correlation coefficient indicates the direction of the correlational, suggesting that the better the knowledge, the more compliant the employees are with the use of PPE.

Knowledge is the result of knowing, which occurs after a person perceives a specific object. Most knowledge is obtained through sight and hearing. Knowledge serves as a guide in shaping a person's actions. Based on experience and research, it is found that behavior based on knowledge tends to be more enduring than behavior not based on knowledge (Budiman & Riyanto, 2015). Factors influencing knowledge include education, age, occupation, and experience in receiving information (Budiman & Riyanto, 2015). According to Susilawati (2019), factors affecting knowledge are divided into two categories: internal factors, including education, occupation, age, interests, experience, and information sources, and external factors, including environmental and socio-cultural factors. According to the research by Hakim & Febriyanto (2020), the correlational between the independent variable and the dependent variable has a significance value of 0.00 < 0.05 and a correlation coefficient of 0.728, indicating a strong and positive correlational between knowledge and compliance with the use of Personal Protective Equipment (PPE) among workers at the Shipyard in Samarinda, thereby reducing the risk of work accidents.

Based on the findings from the research related to the theory, there are similarities. The research results indicate that the correlational between knowledge about occupational health and safety (K3) culture and compliance with the use of Personal Protective

Equipment (PPE) among employees of the coal mining company PT. TRUST in East Kalimantan has a significant correlational. This means that with good knowledge, the compliance of respondents in using PPE also increases, and vice versa, if respondents' knowledge is lacking, their compliance in using PPE decreases. Factors that can influence knowledge include age, as the research results show that the dominant age group of respondents is 26-35 years old. In this case, good knowledge is related to the characteristics of age because as people age, their thinking patterns develop, and they find it easier to understand and comprehend occupational health and safety culture, leading to increased compliance in using PPE. With increasing age, individuals also gain more experiences and information, which can enhance their knowledge. Therefore, besides age factors, good knowledge is also related to the sources of information obtained. In this regard, the more information sources, the more awareness and understanding of occupational health and safety culture, leading to compliance in using PPE. If respondents are aware of and understand occupational health and safety culture, they will be more compliant in implementing safety measures, following standard operating procedures, and using complete PPE. This is consistent with the findings of Akbar (2020) that there is a correlational between knowledge and compliance among Distribution workers at PT. PLN (Persero) West Java Bogor Area. Supported by the research results of Noviyanti et al. (2020) that there is a correlational between knowledge, workers, and the use of PPE. Good knowledge of K3 culture and PPE will make individuals more vigilant in maintaining health and safety while working. Good knowledge will impact respondents' compliance in using PPE, thereby reducing the risk of accidents at work. From these research findings, the solution to ensure good employee knowledge is to periodically increase health promotion efforts for both new and existing employees to serve as reminders to improve compliance in using PPE.

2. *Result of Analysis of the Correlational between Attitudes Towards Occupational Health and Safety Culture (K3) and Compliance with the Use of Personal Protective Equipment (PPE) Among Employees of the Coal Mining Company PT. TRUST, East Kalimantan*

Based on the cross-tabulation results from 35 respondents, it was found that respondents with positive attitudes numbered 27 respondents, among whom compliance with the use of Personal Protective Equipment (PPE) in the compliant category was 23 respondents (85.2%), and non-compliant was 4 respondents (14.8%). Respondents with negative attitudes numbered 8 respondents, among whom compliance with the use of PPE in the compliant category was 4 respondents (50.0%), and non-compliant was 4 respondents (50.0%). Based on the results of the Rank Spearman test, the p-value obtained was 0.03, or a significance level of $p < 0.05$, thus Ha is accepted indicating a correlational between Attitudes Towards Occupational Health and Safety Culture (K3) and Compliance with the Use of Personal Protective Equipment (PPE) Among Employees of the Coal Mining Company PT. TRUST, East Kalimantan, with a Correlation Coefficient of 0.352, indicating a low level of correlational intensity. Additionally, the correlation coefficient is positive, specifically 0.352 (3.52%), indicating a positive direction of the correlational between the variables. In this case, the sign of the correlation coefficient indicates the direction of the correlational, suggesting that the more positive someone's attitude, the more compliant they are with the use of PPE.

Attitude is readiness or willingness to act. In determining a complete attitude, knowledge, thinking, beliefs, and emotions play crucial roles (Notoatmojo, 2015). Factors influencing the formation of attitudes include personal experience, the influence of

significant others, cultural influences, mass media, educational institutions, religious institutions, and emotional factors (Azwar, 2015). Based on the research by Akbar (2020), there is a correlation between attitudes and compliance with the use of Personal Protective Equipment (PPE) among distribution workers at PT. PLN (Persero) in the West Java Bogor Area. Accidents mainly occur due to unsafe behaviors (unsafe acts) by humans, besides unsafe conditions. Factors causing workers to engage in unsafe behavior include attitudes, where attitude is the key factor for a worker to be willing to comply with regulations (Akbar, 2020).

Based on the findings from the research related to the theory, there is similarity that based on the analysis of the correlational between Attitude Towards Occupational Health and Safety (K3) Culture and Compliance with the Use of Personal Protective Equipment (PPE) among Employees of the Coal Company PT. TRUST, East Kalimantan, there is a significant correlational. This means that with a positive attitude, the compliance of respondents in using PPE also increases, and conversely, if respondents have a negative attitude, their compliance in using PPE decreases. Factors influencing the positive attitude among respondents come from various sources of information such as health education sessions, print media, and electronic media about K3 and PPE. Therefore, personal experiences in obtaining information can assist respondents in implementing a positive attitude towards occupational health and safety culture regarding compliance with the use of PPE. This is consistent with the findings of Edigan (2019), which show a significant influence between K3 attitudes and discipline in the use of PPE among employees of PT. Surya Agrolika Reksa in Sei Busau. Supported by the research of Akbar (2020), there is a correlational between attitude and compliance among distribution workers at PT. PLN (Persero) in the West Java Bogor Area.

When respondents' awareness of occupational health and safety culture increases and their attitude becomes positive, they will become more compliant in implementing the use of PPE. A positive attitude towards K3 and PPE will make someone more vigilant in maintaining health and safety while working. Therefore, it is expected that health personnel will be more maximal in providing socialization about K3 and the use of PPE to improve employees' attitudes towards using PPE.

CONCLUSION

1. *Results of the Analysis of the Correlational between Knowledge About Occupational Health and Safety (K3) Culture and Compliance with the Use of Personal Protective Equipment (PPE) Among Employees at the Coal Company PT. TRUST, East Kalimantan.*

Based on the results of the Spearman Rank test, the p value obtained is 0.000 or a significance level of p < 0.05, then Ha is accepted so that there is a correlational between knowledge about occupational safety and health culture (K3) and compliance with the use of PPE among employees of PT Coal Company. TRUST, East Kalimantan. Based on the facts from research results related to theory, there are similarities that based on the results of the analysis of the correlational between Knowledge about Occupational Safety and Health Culture (K3) and Compliance with the Use of PPE among Employees of the PT Coal Company. TRUST, East Kalimantan has a significant correlational. This means that with good knowledge the respondent's compliance in using PPE also increases and vice versa, if the respondent's knowledge is lacking then the respondent's compliance in using PPE also decreases.

2. *Results of the Analysis of the Correlational between Attitudes Toward Occupational Health and Safety (K3) Culture and Compliance with the Use of Personal Protective Equipment (PPE) Among Employees at the Coal Company PT. TRUST, East Kalimantan.*

Based on the results of the Rank Spearman test, a p-value of 0.03 was obtained,

indicating a significance level of p < 0.05. Therefore, the alternative hypothesis (Ha) is accepted, indicating a correlational between Attitudes Toward Occupational Health and Safety (K3) Culture and Compliance with the Use of Personal Protective Equipment (PPE) Among Employees at the Coal Company PT. TRUST, East Kalimantan. Based on the findings from the research related to the theory, there is a similarity that according to the analysis, the correlational between Attitudes Toward Occupational Health and Safety (K3) Culture and Compliance with the Use of Personal Protective Equipment (PPE) Among Employees at the Coal Company PT. TRUST, East Kalimantan has a significant correlational. This implies that with a positive attitude, respondents' compliance with PPE usage increases, while conversely, with a negative attitude, compliance decreases. A positive attitude toward K3 and PPE will make individuals more vigilant in maintaining health and safety while working.

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