

ABSTRACT

This study aimed to identify the employees' perception toward the implementation of occupational safety and health program in a company, and the benefits perceived by the employee. Research on the implementation of occupational safety and health program starts from identifying the employees' perception toward the implementation of occupational safety and health programs, then identify the benefits from the implementation of occupational safety and health programs such.

This study used qualitative methods, where data collection is done by the interview so that they can dig deeper into the implementation of occupational safety and health program. As an object of this study is associated with this research and have work experience of more than 10 years and worked at PT. Phapros Tbk Semarang.

Results obtained from this study states that of the nine elements of the implementation of occupational safety and health program in PT Phapros Tbk Semarang namely Responsibility and Authority of the Safety and Health, Occupational Safety and Health Training, Safety and Health Communication, Documentation System Safety and Helath, Document Control, Control of Goods and Services, Control Operations, Control and Management of Goods, Preparing for Emergency Response, already reflects that the implementation of occupational safety and health program in PT. Phapros Tbk Semarang in accordance with the desired, expected and needed by employees. In addition, the benefits to be gained from the implementation of safety and health programs are absentisme reduction, cost reduction health claims, reducing turnover and increasing worker productivity.

Keywords: *Qualitative, Perception, Benefits, Safety and Occupational Health*