BAB V
KESIMPULAN DAN SARAN

5.1 Kesimpulan

Berdasarkan uraian dan bahasan bab sebelumnya inti penelitian ini adalah sebagai berikut

1. **Pada keadaan saat ini**, maka peran *Participatory Ergonomics* (PE) dalam transfer teknologi menunjukkan bahwa di Indonesia belum sepenuhnya mampu dalam menyelesaikan penurunan tingkat kecelakaan kerja, penghematan biaya, kenaikan produktifitas, penurunan kehilangan material, dan perbaikan lingkungan kerja. Hasil analisis statistik dan fakta dari 151 sampel industri manufakturing di Indonesia dalam menyelesaikan masalah kecelakaan kerja dan implikasinya diperoleh 60% perusahaan telah menggunakan ***Participatory Ergonomics*** secara baik.
   1.1 Kontribusi peran **partisipasi** terhadap penurunan kecelakaan kerja dan implikasinya **sangat kecil** dalam tiga kelompok industri yaitu: (a) ***Participatory Ergonomics*** **baik** dan **Kecelakaan Kerja sedang**, (b) ***Participatory Ergonomics*** **sedang** dan **Kecelakaan Kerja sedang**, dan (c) ***Participatory Ergonomics*** **Kurang baik** dan **Kecelakaan Kerja sedang**;
   1.2 Kontribusi peran **Organisasi** terhadap penurunan kecelakaan kerja dan implikasinya yaitu (a) **sangat kuat** dalam kelompok industri ***Participatory Ergonomics*** **baik** dan **Kecelakaan Kerja baik**; (b) **kuat** dalam kelompok industri ***Participatory Ergonomics*** **sedang** dan **Kecelakaan Kerja baik**; (c) **sedang** dalam kelompok industri ***Participatory Ergonomics*** **baik**

Kecelakaan Kerja sedang serta ***Participatory Ergonomics* sedang** dan **Kecelakaan Kerja** sedang.

1.3 Kontribusi peran **Pengetahuan tentang metode dan alat ergonomi** terhadap penurunan kecelakaan kerja dan implikasinya yaitu (a) **kuat** dalam kelompok industri ***Participatory Ergonomics* Kurang baik** dan **Kecelakaan Kerja sedang**; (b) **sedang** dalam tiga kelompok industri: (1) ***Participatory Ergonomics* baik** dan **Kecelakaan Kerja sedang** (2) ***Participatory Ergonomics* sedang** dan **Kecelakaan Kerja baik**, (3) ***Participatory Ergonomics* sedang** dan **Kecelakaan Kerja sedang**;

1.4 Kontribusi peran **konsep desain pekerjaan** terhadap penurunan kecelakaan kerja dan implikasinya **kecil** dan hanya terdapat dalam kelompok industri ***Participatory Ergonomics* Kurang baik** dan **Kecelakaan Kerja sedang**.

2. **Penerapan model** *Participatory Ergonomics* dalam masing-masing kelompok industri diperoleh hasil sebagai berikut : (a) Kelompok industri ***Participatory Ergonomics* baik** dan **Kecelakaan Kerja baik** peran organisasi sangat kuat; (b) Kelompok industri ***Participatory Ergonomics* baik** dan **Kecelakaan Kerja sedang** dipengaruhi sebagian besar oleh organisasi dan sebagian lagi oleh pengetahuan tentang metode dan alat ergonomi; (c) Kelompok industri ***Participatory Ergonomics* sedang** dan **Kecelakaan Kerja baik** dipengaruhi sebagian besar oleh organisasi, dan sebagian lagi oleh pengetahuan tentang metode dan alat ergonomi; (d) Kelompok industri ***Participatory Ergonomics* sedang** dan **Kecelakaan Kerja sedang** dipengaruhi sebagian besar oleh

organisasi dan pengetahuan metode dan alat ergonomi dengan bobot yang sama dan sisanya dipengaruhi oleh partisipasi, (e) Kelompok industri ***Participatory Ergonomics*** **Kurang baik** dan **Kecelakaan Kerja sedang** dipengaruhi sebagian besar oleh pengetahuan tentang metode dan alat ergonomi dan sisanya dipengaruhi oleh partisipasi dan konsep desain dengan bobot yang sama.

3. Dan uji **model** ternyata bahwa perubahan secara menyeluruh yang disebabkan adanya transfer teknologi dapat diterapkan dalam dua kelompok industri, yaitu ***Participatory Ergonomics*** **baik dan Kecelakaan Kerja baik** serta ***Participatory Ergonomics*** **sedang dan Kecelakaan Kerja baik**. Sedangkan perubahan secara bertahap yang disebabkan adanya transfer teknologi dapat diterapkan dalam kelompok industri dengan ***Participatory Ergonomics*** **kurang baik** dan **Kecelakaan Kerja sedang**.

5.2 Saran

1. **Ilmu ergonomi makro**

   Perlu dikembangkan suatu ilmu tentang bagaimana cara agar pihak manajeman mampu mendorong karyawan mau berpartisipasi.

2. **Penelitian lebih lanjut**

   Gambaran peran masing-masing elemen PE dapat diteliti lebih lanjut pada masing-masing kelompok industri, seperti kelompok industri elektronik. Dengan kelompok industri yang sejenis maka dapat diketahui peran masing-masing elemen PE tersebut.

3. **Penerapan**

Proses transfer teknologi akan memberikan keuntungan pihak perusahaan dan juga menurunkan kecelakaan kerja maka perlu memperhatikan secara seksama tentang ergonomi makro.

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