

ABSTRACT

Occupational health and safety (OHS) is a fundamental risk aspect that must be the focus of attention in company operations. CV Omocha Toys, an MSME engaged in the production of wooden toys, still faces the challenge of low worker awareness of OHS. This has an impact on increasing the risk of work accidents, which are mostly caused by non-compliance in wearing personal protective equipment (PPE). The design of a reward and punishment system was developed to encourage increased worker awareness of OHS in the work environment. The design process went through several stages, starting from observation using the HIRADC approach, interviewing company needs, to distributing questionnaires based on a paired comparison model based on Herzberg's two-factor theory. The collected data was analyzed using the Analytical Hierarchy Process (AHP) method to determine the priority factors that most influence work motivation in the context of OHS awareness. The final outcome is a proposed reward and punishment system, structured according to the weighted priorities of the analyzed criteria. As a complement to the system, an OHS awareness assessment instrument is also developed, which functions to measure workers' compliance and behavior during work activities. With this system, implementation of rewards and punishments can be carried out more fairly and measurably, based on individual compliance. It is hoped that the proposed system can be a trigger for increased awareness to behave more safely in the work environment.

Keywords: Occupational health and safety (OHS), OHS Awareness, Reward, Punishment, AHP