Madani: Jurnal Ilmiah Multidisiplin
Volume 3, Nomor 3, April 2025, P. 200-203
E-ISSN: 2986-6340

DOI: https://doi.org/10.5281/zenodo.15254583

Illness Fatality Prevention at PT XYZ Zone X Through SEAGU 2.0 Wellness Program

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Abstract

Globally, over 250 million workplace accidents and 160 million work-related illnesses occur annually, with 1.2 million resulting in deaths. In Indonesia, CVD is the leading cause of illness-related fatalities, driven by factors like hypertension, obesity, and dyslipidemia. PT XYZ's parent company reported 19 such deaths in 2021, mostly from CVD. In response, Zone X's Health Team launched the SEAGU Wellness Program to promote healthy lifestyles. This study aims to conduct research using secondary data obtained from the SEAGU 2.0 Wellness Program. This study used a descriptive quantitative method with secondary data from 153 workers' annual Medical Check-Up records. Post-program results showed a reduction in dyslipidemia cases from 45 to 23 and obesity cases from 52 to 27—a drop of over 50%. To improve sustainability, activities like group exercise and Health Talks should be held more frequently with stronger participant engagement.

Keywords: *Wellness Program, Illness Fatality, Occupational Health, Cardiovascular Disease (CVD)*

Article Info
Received date: 27 March 2025 Revised date: 30 March 2025 Accepted date: 15 April 2025

INTRODUCTION

According to the International Labour Organization (2008), occupational health promotes workers' physical, mental, and social well-being. It aims to prevent health disorders, control workplace risks, and adjust work conditions to each individual. Every worker is entitled to occupational health, regardless of job type or company size (ILO, 2008). Proper implementation of occupational health prevents disease, maintains productivity, and reduces fatal work-related accidents (Permanasari, 2017; Alfarius & Pranitasari, 2023).

The International Labour Organization estimates that every year worldwide there are over 250 million workplace accidents. More than 160 million workers suffer illnesses due to occupational hazards annually. Additionally, 1.2 million workers experience illness fatalities caused by accidents and illnesses at work (ILO, 2013). By 2012, no less than six workers in Indonesia experienced illness fatalities daily due to workplace accidents. This number is relatively high compared to European countries, which averages two such fatalities per day. From 2015 to 2017, the prevalence of workplace accidents in Indonesia reached its highest in 2017 at 36.78% (Amelita, 2019).

Illness fatalities are a crucial aspect of the Corporate Life Saving Rules (CSLR) at PT XYZ's parent company. In 2021, approximately 19 cases of illness fatalities were reported within the parent company. The majority of non-work-related illness fatalities were caused by coronary heart disease or cardiovascular disease (CVD). CVD has multiple risk factors, including both modifiable and non-modifiable ones. Modifiable risk factors are those that can be reduced or controlled with behavioral changes. Modifiable risk factors include hypertension, diabetes mellitus, obesity, dyslipidemia, smoking, low physical activity, and poor sleep (Shim & Kim, 2021). Non-modifiable risk factors are those that cannot be changed, including gender, ethnicity, age, and family history (Basit et al., 2023). Globally and nationally, if these factors are not managed, they may lead to increased healthcare costs (Bashatah et al., 2023).

Based on the 2022 health profile of PT XYZ workers in Zone X, CVD risk factors were significantly high. These included hypercholesterolemia (29-30%), obesity (19-35%), smoking habits

(10-27%), hypertension (23%), and diabetes mellitus (14%). These factors are controllable, and one way to address them is through the implementation of a wellness program at the workplace. A wellness program is a series of follow-up actions based on Medical Check-Up results. It targets workers with CVD risk factors or metabolic syndrome to maintain and improve their health status (Kosasih & Kurniawidjaja, 2024).

Based on illness fatality findings within the parent company, most cases were caused by cardiovascular disease (CVD). Combined with high-risk lifestyle factors in Zone X, the Health Team sees urgent need for preventive action. As a follow-up to these cases, the Health Team of Zone X initiated the SEAGU Wellness Program. The program aims to reduce CVD risk by promoting healthy behaviors such as exercise, balanced nutrition, and proper rest. The implementation of the SEAGU Wellness Program can improve workers' health and overall productivity. It also helps minimize illness fatalities and reduces the company's budget absorption related to these incidents (Firman, 2022). This study aims to conduct research using secondary data obtained from the SEAGU 2.0 Wellness Program.

METHOD

This study used a descriptive quantitative research method with a secondary data analysis approach related to the SEAGU 2.0 Wellness Program intervention. Secondary data was obtained from the workers' annual Medical Check-Up records from clinic visits and/or other referrals. The sample in this study consisted of 153 workers from PT XYZ Zone X, who are at risk of experiencing non-work-related illness fatality, which may be caused by cardiovascular disease (CVD).

RESULTS AND DISCUSSION

Population Approach

Frequency Distribution of Respondents' Characteristics

Table 1. Frequency Distribution of Respondents by Gender and Age.

No	Variables	Categories	Frequency (n)	Percentage (%)
1.	Gender	Male	83	54,2
		Female	70	45,8
		Total	**153**	**100**
2.	Age (years)	< 30	18	11,8
		30 – 39	64	41,8
		40 – 49	56	36,6
		> 50	15	9,8
		Total	**153**	**100**

Based on Table 1, more than half of the respondents are male, accounting for 54.2%, while the remaining 45.8% are female. In terms of age, the highest proportion of respondents falls within the 30 – 39 years age group, comprising 41.8%, followed by the 40 – 49 years age group at 36.6%. Additionally, respondents under the age of 30 represent a significantly smaller proportion at 11.8%, and those over the age of 50 make up the smallest group at 9.8%.

Health Education / Disease Prevention (Blood Donation, Health Talk, Group Exercise)

The blood donation activity is aimed at workers located in PT XYZ's work area, coinciding with the opening ceremony of the SEAGU 2.0 Wellness Program which aims to increase social awareness and health among workers to prevent the risk of non-communicable diseases (NCDs), such as cardiovascular disease (CVD) (Haliawan, 2020; Kebalo et al., 2022). The Health Talk activity received positive responses and increasing enthusiasm, as evidenced by the questions and discussions that took place during the event. The Health Talk is an outreach activity aimed at increasing workers' knowledge about health information, as a lack of health knowledge can indirectly influence unhealthy behaviors (Alves, 2024; Amini & Nilamsari, 2023). Health Talks are held regularly once a month in Zone X, featuring expert speakers on important health issues. Additionally, group exercise sessions are conducted on the same day as the Health Talk, held regularly once a month with engaging instructors. These activities are designed to raise workers' awareness about the importance of maintaining physical health (Abadini & Wuryaningsih, 2019).

High-Risk Approach

Daily Physical Exercise and Healthy Meal Monitoring were implemented as a way to reduce the number of workers with dyslipidemia and obesity. Of the 153 program participants, 46 workers were found to have dyslipidemia and 52 workers had obesity based on cholesterol levels and body fat percentage measurements taken before the start of the SEAGU 2.0 Wellness Program. In response to this, the Health Team, as the program committee, monitored participants' physical activity and daily meal menus through records or documentation reports sent by participants to the committee. This was done to encourage participants to engage in physical activities and maintain their diet habits every day.

After the program ended, the Health Team conducted final measurements of the participants, which revealed a reduction of over 50% in both workers with dyslipidemia and obesity.

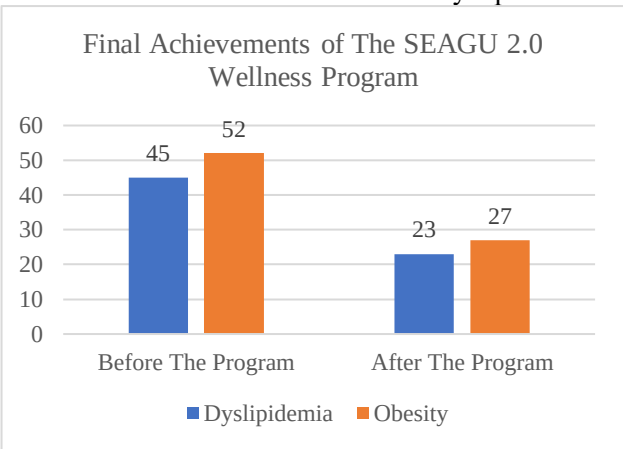

Figure 1. Final Achiements of The SEAGU 2.0 Wellness Program.

CONCLUSION

Overall, the SEAGU 2.0 Wellness Program successfully reduced the population of workers with dyslipidemia and obesity by more than 50%. However, the series of activities within the SEAGU Wellness Program, including group exercise and Health Talks, could be further optimized by increasing the frequency of these activities and providing more intensive encouragement for participants to fully engage in every activity. Additionally, it is hoped that the SEAGU Wellness Program will continue as a sustainable program in Zone X, motivating other companies to consider implementing similar health programs.

ACKNOWLEDGMENT

The authors would like to thank PT XYZ Zone X for their willingness to provide support and materials needed in the creation of this article. Appreciation is also extended to those who indirectly contributed to the completion of this article and provided the authors with strength and support.

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