

Qualitative Research: Phenomenological Study of The Development of OHN From The Perspective of OHN Practitioners In Indonesia And OHN Diaspora

Anny W Malau¹, Devanda Faiqh Albyn², Daben Suhendi³, Sugeng Riyadi⁴

¹* OHN Practitioner, HO PT Global Assistance Healthcare, Jakarta, Indonesia

² OHN Practitioner, HO PalmCo (PTPN IV), Jakarta, Indonesia

³ Sr.OHN, QatarEnergy LNG, Doha, Qatar

⁴ Ambulance Nurse, QatarEnergy LNG, Doha, Qatar

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Corresponding author:

Devanda Faiqh Albyn

Institution, PTPN IV (PalmCo), Jakarta Selatan, Indonesia

E-mail, dfaiqhalbyn@gmail.com



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Abstract

Background: Nowadays, Occupational Health Nursing (OHN) has become a trending issue in Indonesia considering that many fellow nurses are aware of the job opportunities for nurses in Industry/Companies, considering the promising welfare and attractive benefits. However, there are still many colleagues who do not understand OHN knowledge comprehensively because they did not get OHN lessons while studying Nursing, in addition to these factors, there are few job opportunities for nurses in Health Facilities (Hospitals, Health Centers, Clinics, and Laboratories) which are not comparable to nursing graduates.

Aim: this study is to explore deeply about development of Occupational Health Nursing (OHN) practitioners among Indonesia and Indonesian Diaspora.

Method: This study uses Qualitative research, an exploratory phenomenological study with 3 OHN practitioner participants from within and outside the country. The method of data collection is given a questionnaire with descriptive answers so that the element of participant opinion exploration can be conveyed, the questionnaire is given via WhatsApp with Essay answers to be more efficient and not interfere with the busyness of the participants as OHN practitioners.

Results: From the results of collecting participant answers, it was found that the OHN curriculum or courses in Indonesia and abroad are very different, abroad there are already their own courses and from the theoretical concept it is very applicable to practical conditions in the field, while in Indonesia it is far behind considering that there are no OHN courses that are not theoretically and practically applicable.

Conclusion: The conclusion of this study is that there is expected to be follow-up and collaboration between practitioners and academics so that synergy so that the development of OHN science can be relevant between OHN education and applicable practices without any elements of interest and prioritizing aspects of evidence-based practice.

Keywords: Occupational Health Nurse, OHN Science, OHN Education, OHN Diaspora

INTRODUCTION

Currently, OHN is a trending issue in Indonesia considering that many fellow nurses know about job opportunities for nurses in various industries/companies, considering the promising welfare and attractive benefits. However, there are still many colleagues who do not understand OHN comprehensively because they did not get OHN lessons while studying Nursing, besides these factors, there are several job opportunities for nurses in Health Facilities (Hospitals, Health Centers, Clinics, and Laboratories) that are not comparable to nursing graduates. Globally, the nursing workforce reaches 59% of all health professions in the world (WHO, 2020). This number will continue to grow and change according to the needs of the times (Tukayo et al., 2021). Based on data from the Indonesian Ministry of Health, January 4, 2023, the number of Health Workers Based on their Qualifications in Indonesia: Nurses 524,508%, so is the distribution of nursing personnel optimal? Therefore, the OHN profession can be a solution to overcome these problems.

Quoted from the research of Devanda et.al 2024 Qualitative Research: Phenomenological Study "The Existence of Occupational Health Nurse (OHN) Profession in Indonesia, Evidence-Based Practice" in the 6th Conference Of Community Empowerment For Health 2024 From the results of collecting participant answers, it was found that the curriculum or OHN courses in Indonesia and abroad are very different, abroad there are already separate courses and from the theoretical concept they are very applicable to practical conditions in the field, while in Indonesia it is very far behind considering that there are no OHN courses that are not theoretically or practically applicable. The conclusion of this study is that there is expected to be follow-up and cooperation between practitioners and academics so that synergy occurs so that the development of OHN science can be relevant between OHN education and applicable practice without any element of interest and prioritizes aspects of evidence based practice. Occupational Health Nursing is an application of concepts and frame works from various disciplines (nursing, medicine, public health, social and behavioral sciences, management principles) that aim to improve and maintain the health status of workers and protect workers from work accidents and risk factors for workplace hazards (health hazards) in the context of a healthy and safe work environment (American Association of Occupational Health Nursing/ AAOHN in Nies & Swansons, 2002; Stanhope & Lancaster, 2004) Many disciplines and professions related to K3, Occupational Health and Safety professionals that have been implemented by companies and industries in 49 countries include: Occupational Health Physicians, Occupational Health Nurses, Occupational Hygienists, Safety Engineers, Ergonomists/Physiotherapists, and Psychologists (International Labor Office, 2018) (Devanda, 2022).

In this research, the researcher wants to change the paradigm of job opportunities and welfare of fellow nurses in Indonesia, quoted in the OHN book, Tukayo (2020) stated that the number of OHN nurses in Indonesia is relatively rare. Nowadays, we all know how diploma and bachelor's degree graduates in nursing often work in clinics, laboratories and hospitals. It could be because of the lack of student knowledge regarding the breadth of job prospects for the nursing profession. Occupational Health Nursing (OHN) or Nurses in Companies is one of the independent nursing disciplines and there are still many students and nursing colleagues who still have minimal knowledge regarding job opportunities for nurses in companies. The 3 Occupational Health aspect is very important and is currently urgent in order to achieve Indonesia Emas in 2045. Why is that? Because 1/3 of a person's day is spent at work, even stunting can be prevented through the orderly implementation of K3 in the workplace, especially for young workers and productive age, in this case nurses play a major role. Considering that Indonesia is currently heading towards the year of Resilient Industry 2030, many Foreign Investors and Foreign Companies are making Operational Projects / Join Operations in Indonesia in addition to BUMN and BUMD Companies.

The profession of Corporate Nurses can be a breakthrough or optimization of the distribution of nursing human resources in Indonesia so that there will be equality in various health service sectors and will raise the image of Indonesian nurses, but until now it is often still rarely known that OH Nurses are part of one of the Occupational Safety Health Worker (K3) Professions in Companies. There are many benefits that can be obtained as an OHN, one of which is a fantastic salary, a varied work environment such as mining, oil and gas, forestry, construction, housing, transportation and others and a varied career ladder, regarding the salary that is obtained depends on the agency chosen, for example, there are those from hospitals that have OHIH (Occupational Health and Industrial Hygiene) services with a salary range of UMR to more, PJK3 agencies with a salary range of 5 - 8 million depending on the work location, besides that you will get facilities for mess, plane tickets, meals, and laundry as well as health insurance, hire by Company which is very fantastic in general they will get income starting from above UMR to two digits, mess, plane tickets, meals, and laundry as well as health insurance for both the nurse herself and her family depending on the status and position held by fellow nurses, while abroad the salary range is 30 to 80 million (in rupiah) from the description of the

experience of researchers and OHN colleagues who are both at home and abroad to get The achievement must of course also be in accordance with the qualifications and competencies that must be achieved. However, the problem is that Occupational Health (OH) services in the industry are increasingly intensive, but the number of Occupational Health Nurse K3 human resources is still very limited so that it does not support the optimal implementation of the OH program, in addition to the lack of nursing education institutions that organize OHN interest programs, OHN teaching staff are not yet available, OHN training at universities in Indonesia is also not available (Tukayo et al., 2021). There is lack of study that focus on development of occupational health nursing especially in Indonesia setting. Hence, perspective and thought from OHN nurses diaspora from Indonesia is limited so it could enrich the OHN studies. This study will dismantle the existing phenomenon of how Indonesian nurses who have careers in domestic and foreign companies (Diaspora) and their responses regarding information and hopes for the development of OHN in Indonesia.

METHODS

This study uses Qualitative research, a type of exploratory phenomenological research with participants of 3 OHN practitioners from within and outside the country. The data collection method is given a questionnaire with descriptive answers so that the elements of participant opinion exploration can be conveyed, the questionnaire is given via WhatsApp with Essay answers to be more efficient and not interfere with the busyness of participants as OHN practitioners. In their answers, the researcher asked participants to answer with realizations referring to existing phenomena related to OHN in Indonesia and Abroad (Diaspora) by providing exploratory answers according to their experiences.

RESULTS

A PROBLEM IN THE NURSING INFORMATION SYSTEM

Indonesian OHN

Participant 1:

1. Current job position? OH Nurse - Jakarta Office
2. Where do you work? Harbour Energy Office – Jakarta
3. Why did you become a nurse practitioner in a company/industry? Not exposed to patients and greater benefits
4. In your opinion, what are the welfare aspects of nurses working in Indonesian health facilities? Still very lacking, both in government and private health facilities
5. For those who work abroad, what are the differences between being a nurse practitioner in Indonesia and abroad?
6. For those who work domestically, how big are the job opportunities as a company/industry nurse? Not too many opportunities, because 1 company only needs a few company/industry nurses
7. In Indonesia itself, what do you think about the conditions of the development of OHN Science and lectures that are not yet optimal? Is it different from abroad? - in Indonesia itself there is not much official information about OHN, even in college there is currently no official science about OHN
8. Your hopes in response to answer no. 7? hopefully there is a separate level of knowledge for OHN, either in the form of an educational level or a course, which can narrow the interests of nursing students / practitioners to determine their future career paths
9. Is it necessary to hold OHN and Paramedic courses at the vocational level to master's in Indonesia? Necessary
10. In your opinion, how important is the aspect of synergy between practitioners and academics in the development of OHN science in Indonesia? Very important, because academics need actual information from practitioners, and practitioners need academics to convey and develop science about OHN.



Figure 1: OHN Practitioner at Indonesian Company

OHN Diaspora

Partisipant 2 :

1. Current job position? "I currently work as an Ambulance Nurse in a Qatari government-owned oil and gas company. My main task is to provide the highest standards in pre-hospital emergency response or care in accordance with the procedures and guidelines set by the company."
2. Where do you work? "I have been working in Qatar since 2008. My nurse license was issued by the Department of Healthcare Professions (DHP) under the Ministry of Public Health Qatar as a Registered General Nurse."
3. Why did you become a nurse practitioner in a company/industry? "My work experience from 2002 to 2008 was indeed involved in the industrial area (coal and oil and gas). This is what provided me with the experience to be able to work as a corporate/industrial nurse practitioner in Qatar. On the other hand, being a corporate nurse is very enjoyable. Something I never imagined before when I was still in college. Being a corporate nurse is out of the box."
4. In your opinion, what is the welfare aspect of nurses working in Indonesian health facilities? "When talking about welfare, of course there are many perspectives. In terms of income, my experience in working as a nurse since 1995 (since graduating from the Health Nursing School), until today the welfare of nurses in general still needs to be improved. For fellow nurses who work as State Civil Apparatus (ASN), of course they have a good income standard. Even in big cities, they get various very decent allowances. I have also read comments from fellow professionals who said that the salaries of fellow colleagues in several hospitals are very decent. However, on the other hand, along with the increasing number of nursing graduates which is not balanced by the number of jobs, it is not surprising and has become a public secret that there are still many fellow nurses who receive salaries below the Regional Minimum Wage (UMR) or the Regency/City Minimum Wage (UMK). Very concerning. This is homework for related parties, especially the Ministry of Health, Ministry of Education and Culture, Ministry of Manpower, and also existing nursing education institutions."
5. For those who work abroad, what are the differences between being an Indonesian nurse practitioner and one abroad? "Wherever we work as a nurse, the roles and responsibilities we carry are the same, namely providing the best nursing services without discriminating against the client's background. Being in an international environment is certainly a challenge in itself. The clients we face are multinational communities, which are certainly multicultural communities with very diverse characters. This is a challenge that is not easy to find when I work in Indonesia."
6. For those who work domestically, how big are the job opportunities as a corporate/industrial nurse? "Compared to job opportunities for nurses in the hospital or clinic sector, job opportunities for nurses in the corporate or industrial sector are certainly much less. However, these opportunities continue to increase along with the growth of various industries in Indonesia."
7. In Indonesia itself, what do you think about the conditions of the development of OHN science and lectures that are not yet optimal? Is it different from abroad? "In my opinion, OHN is part of nursing science. So it would be more appropriate if this OHN science was studied in depth at the Masters and Doctoral education levels."



Figure 2 : Sr. OHN at QatarEnergy

8. Your expectations in response to answer no. 7? "Providing input to related institutions regarding the need for Masters and Doctoral fields of science in the field of OHN."
9. Is it necessary to hold OHN and Paramedic courses at the vocational to master's levels in Indonesia? "In my opinion, the OHN course can be proposed as one of the courses at the nursing education level, both vocational and undergraduate. Then it can be further deepened at the Masters and Doctoral

levels."

10. In your opinion, how important is the aspect of synergy between practitioners and academics in the development of OHN science in Indonesia? "The synergy between practitioners and academics in the development of OHN in Indonesia is certainly very important. Both will synchronize the latest OHN science and the facts of OHN practice in the field."

Participant 3 :

1. Current job position? "I started working in one of the oil and gas companies in Qatar since 2003 as a Nurse. The scope of work includes outpatient services, emergency and Ambulance services (pre-hospital care). In 2007 I was promoted to senior nurse with the same scope of work plus managerial such as duty roster arrangement, leave, reports, medical equipment, nursing supplies, meetings. 2010 until now I have joined the occupational health (OH) division. In OH, the scope of work is more administrative and integrated managerial including management of ill health (frontline clinic, sick leave & case management, accident/illness management), fitness to work (return to work, periodic medical, health surveillance, FTW validation), health promotion & chronic disease management, health advice & collaboration with other departments, meetings, medical equipment, staff roster & leave plan, reports, mini research/study, CPD participation, HSE."
2. Where do you work? "I work in one of the oil and gas companies in Qatar. I work as a senior occupational health nurse."
3. Why did you become a nurse practitioner in a company/industry? "Since graduating, I have joined and worked in a mining company as a nurse. Working in the industry provides a lot of experience about health, hazard & safety, work environment and potential occupational diseases. In addition, the work location will teach me to be more independent and confident in meeting people with different backgrounds. So are the welfare and benefits that are better."



Figure 3 : Qatar Ambulance Nurse

4. In your opinion, what is the welfare aspect of nurses working in Indonesian health facilities? "I entered nursing school not by chance. At that time, I felt that I entered health education, especially nursing, with the hope that I would easily get a job and a good income. The cost of nursing education is quite expensive. However, when working in a private house, the welfare I got was still far below standard, the salary I got was only enough to pay for rent and eat once a day. I decided to move to industry, the welfare felt better."
5. For those who work abroad, what are the differences between being a nurse practitioner in Indonesia and abroad? "Professionally, abroad the scope of nurses is more pronounced, we are given authority to serve patients, time and opinions. Other practitioners acknowledge the existence of the scope of nurses. We discuss each case and conclude together. So we feel like partners with other practitioners. In Indonesia, the impression is that nurses are still assistants to doctors, not partners."
6. For those who work domestically, how big are the job opportunities as corporate/industrial nurses? "I think the mindset of colleagues must be changed from the idea of working as civil servants and being close to home. Job opportunities for nurses in industry in Indonesia are very broad and numerous. Many mining, oil and gas companies, etc. Campuses must prepare and add materials about industrial nurses (offshore too) including skills, leadership and management so that students' insights and interests will be more open."
7. In Indonesia itself, what do you think about the conditions of the development of OHN science and lectures that are not yet optimal? Is it different from abroad? "I think OHN science and lectures both at home and abroad are still the same, you could say they don't exist yet. But here, the existence of OH practices has begun to be glanced at and considered. We have proposed that the practice license be considered immediately to become an OHN specialist. In Indonesia, with the many needs for industrial nurses, there must be someone who opens an OHN program on campus and becomes a

- successful example. However, this must be supported by the relevant agency (health office/manpower) regarding recognition, scope and practice permits."
8. Your hopes in response to answer no. 7? "As I have mentioned, Indonesia can be an example by opening OHN programs at accredited campuses affiliated with OHNs that already exist abroad."
 9. Is it necessary to hold OHN and Paramedic courses at the vocational to master's levels in Indonesia? "I suggest getting data on the needs of industrial nurses and paramedics. Then the level Of professional flow also needs to be discussed with related parties."
 10. In your opinion, how important is the aspect of synergy between practitioners and academics in the development of OHN science in Indonesia? "Interdisciplinary and multidisciplinary approaches are very important as a requirement for change and openness to the dynamics of science and technology. Intensive input from practitioners to academics will contribute to achieving common goals. I think it should start from here for the development of OHN on campus."

Discussion

From the results of collecting participant answers, it was found that the OHN curriculum or courses in Indonesia and abroad are very different, abroad there are already separate courses and from the theoretical concept they are very applicable to practical conditions in the field, while in Indonesia it is very far behind considering that there are no OHN courses that are not theoretically or practically applicable. For now, the "Occupational Health Nurse" course should be included in the "Occupational Health and Patient Safety" course. While waiting for the formation of the Occupational Health Nurse curriculum. Considering that the scope of knowledge is very small if included in community nursing, it will tend to prioritize health, groups and families, while not all workers in the workplace bring their families into their work environment. Considering that if included in the K3 and Patient Safety courses, there will be more freedom in discussing Occupational Health and Safety. It's just that by adding the aspect of Nursing Science, it is hoped that with the publication of this article, the OHN course will be held in the K3 and Patient Safety course curriculum at Nursing Education institutions in Indonesia as an initial breakthrough in changing the paradigm of nursing graduates only working in FASIANKES (Hospitals, Health Centers, Clinics, and Laboratories) but can work in the Industrial sector supported by the many various industries in Indonesia and Indonesia's goal of becoming a Resilient Industrial Country in 2030 in line with the National K3 Profile in 2024, namely producing competent K3 human resources who are able to have competitiveness in domestic and foreign companies (Devanda & Lujeng, 2024). The limitations of the research is on the analysis of data need to develop more and add the number of participants so it will produce better results for this study.

CONCLUSION

The conclusion of this study is that there is expected to be follow-up and cooperation between practitioners and academics so that synergy occurs so that the development of OHN science can be relevant between OHN education and applied practice without any element of interest and prioritizing aspects of evidence-based practice. It is expected that this research can be a reference for subsequent research on how the description of Indonesian OHN human resources has capabilities equivalent to OHN human resources abroad, through this research it can open up insights into job opportunities for Indonesian paramedics and OHN to pursue a career abroad, in teaching at nursing education institutions seeing the urgency of this research is expected to be able to provide teaching or OHN lectures in the Nursing Occupational Health and Safety course as well as in creasing the capabilities of educators in accordance with the competencies of the course.

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