

# **Implementation of the Highly Intensive Habituation of Industrial Culture Model to Increase Work Productivity at PT Hari Mukti Teknik**

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## **ABSTRACT**

The productivity of Indonesian workers is still inferior to Brunei Darussalam, Singapore, Malaysia and Thailand. The business world/industrial world is also encouraged to improve the quality of its workforce. Ways that can be done are improving the management system, providing HR training to workers and applying various methods of increasing productivity that have been tested in various world-class industries in increasing profitability and productivity such as Kaizen, 5S, and Job Safety Analysis. This training aims to: (1) Increase 5S activities at PT Harimukti Teknik through HAICHI training; (2) Improving Job Safety Analysis-K3 activities at PT Harimukti Teknik through HAICHI training; and (3) Improving Kaizen activities at PT Harimukti Teknik through HAICHI training. The training that will be carried out for 46 employees of PT Hari Mukti Teknik refers to the research and development model that has been carried out, namely the HAICHI model (Widarto et.al, 2021). The HAICHI model stands for Habituation of Industrial Culture Higly Intensive which is an industrial work culture training for new workers in the industry through habituation to things in the workplace according to their placement. The name of this training is a Japanese term Haichi which means placement (in a position). This training is suitable for new workers who will be placed in certain parts of the industry. The training participants will get real experience in the field and be accustomed very intensively and be given intensive assistance by their superiors or instructors. Action Research approach is used in the implementation of the HAICHI Training Model at PT Hari Mukti Teknik. Data from observations that have been carried out on HAICHI Training participants show that for 4 cycles (4 weeks) 5S, K3, and Kaizen activities always increase.

*Kata Kunci: Habituation, 5S, Work Safety, Job Safety Analysis, Kaizen*