

## Research Article

# The Determinants of Understanding the Causes of High Cholesterol Levels in Employees

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This study aimed to determine the factors that influenced an individual's understanding of the causes of high cholesterol levels by looking at the characteristics of knowledge, attitudes, behavior, age and education level. Companies can use the results of this study for implementing occupational safety and health programs. The research was conducted at PT Kalimantan Prima Persada (KPP) Indonesia through questionnaires distributed to 76 employees. The results showed that knowledge, attitude, age and level of education did not affect the understanding of increasing cholesterol levels, but behavior did affect the understanding of the causes of increased cholesterol levels.

**Keywords:** Cholesterol Levels, Employees, Occupational Health and Safety (OHS)

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## 1. Introduction

Management of occupational health and safety (OHS) is a moral and economic obligation to the organization. Successful implementation of OHS management contributes to employee welfare and organizational performance [1]. The implementation of occupational health and safety management systems in Indonesian companies has been regulated in Government Regulation Number 50 of 2012 [2]. Its implementation aims to control and reduce occupational health and safety risks, to minimize the occurrence of production accidents and occupational diseases and to provide a reference for coordination and sustainable human, economic, social, resource and environmental protection [3].

Work accidents occur due to two groups. The first group is mechanical and environmental factors (unsafe conditions), while the second group is human factors (unsafe action) [4]. OHS behavior which is directly related to employee behavior at work is

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closely related to OHS climate and OHS knowledge, because the existing OHS climate in the company can affect employee health levels and with high occupational safety knowledge, employees are able to understand the meaning of occupational health and safety. The most important component in maintaining OHS is knowledge about the use of OHS itself for employees related to defining and implementing a good OHS culture. This culture is often present hidden (tacit), and sometimes ignored, until there is awareness of the importance of knowledge management in organizations [5]. OHS is a form of organizational expertise that has tacit and explicit dimensions and lies in ongoing practice [6]. There is a need for institutionalization and for knowledge transfer to reduce OHS risks and facilitate cultural change. Therefore, OHS culture is seen as a sustainable value and not just a shift in priorities depending on a particular situation or context. The knowledge transfer process that is most widely used and effective in efforts to develop an OHS culture is through training programs aimed at organizational employees [5].

OHS activities have never been considered in the source of the company's intellectual capital [7]. Conversely, a safe and healthy work environment will provide a competitive advantage because it can increase productivity, increase employee morale and reduce costs [8] [7]. OHS prevention and implementation activities are designed for reasons of work process safety, this is driven by the knowledge and organizational skills possessed by the company, identified in the norms and processes that are kept by the company as part of intangible assets [7].

The OHS program in the company is the company's obligation to provide employee rights regarding safety and health at work. The OHS program not only complements work safety tools for employees, but also increases employee knowledge about health in the workplace and the importance of a healthy lifestyle at work, this will increase employee productivity [9]. Even though the company provides medical check-up facilities every year, it needs to be equipped with an understanding and application of the employee's healthy lifestyle both at work and at home.

[10] states that knowledge is an important domain to shape the actions of an individual or a person (overt behavior). Behavior that is based on one's knowledge will be more lasting than one that is not based on knowledge [10]. Knowledge about the importance of a healthy lifestyle and the dangers of cholesterol is the basis for a person to implement a healthy lifestyle in himself.

Attitude is a consistent set of responses to social objects. Attitude is a reaction or response that is still closed from a person to a stimulus or object that befalls him. A person's attitude towards a stimulus for a healthy life and the dangers of cholesterol can be the basis of one's awareness to implement a healthy lifestyle. Attitude has a position as a result of evaluation of the object.

Behavior is limited as a mental condition (thinking, opinionating, acting and others) to respond to conditions outside the subject passively (without action) or actively (accompanied by action) [10]. Behavior is an action to carry out or implement a healthy lifestyle after a person has knowledge and attitudes about the dangers of cholesterol and a healthy lifestyle.

Research on understanding the causes of high cholesterol levels has been carried out by several researchers, including [11] who examined the relationship between knowledge, attitude and motivation to adherence to controlling Low Density Lipoprotein (LDL) cholesterol in non-hemorrhagic post-stroke patients at Dr. H. Abdul Moeloek Hospital, Lampung Province, Indonesia. [12] also investigated lifestyles with the ability to control cholesterol in hypercholesterolemic patients at dr. Zainoel Abidin Hospital. In addition, [13] investigated the effect of diet on total cholesterol levels.

Research on understanding the causes of high cholesterol levels in employees of PT Kalimantan Prima Persada (KPP) Indonesia has never been carried out. This research was conducted on employees of PT KPP which is engaged in coal mining services in the Tapin Regency area, South Kalimantan Province, Indonesia. PT KPP in maintaining its performance and employee health routinely conducts Medical Check Up (MCU) for all its employees once a year. The author examines the data for the last 3 years regarding the results of the employee MCU where in 2020 it was followed by 358 employees, in 2021 it was followed by 406 employees and in 2022 followed by 317 employees.

The MCU data studied focused on the results of the MCU employees at PT KPP which have increased cholesterol levels (hypercholesterolemia) are as follows:

In 2020, from data on all employees, the results of health findings on employee cholesterol have an abnormal 80% of the existing employee population. Meanwhile, the MCU data carried out in 2021 are as follows:

In 2021, from data on all employees, the results of health findings on employee cholesterol have an abnormal 41% of the existing employee population.

From 2020 to 2022, MCU results obtained that the majority of employees were in abnormal health cholesterol conditions.

TABLE 1: PT KPP Employees' Data Year 2020.

No.	Departement	Number of employees	Normal	Abnormal	%
1	Engineering	12	2	10	3%
2	FAT	4	2	2	1%
3	HCGS	9	3	6	2%
4	Plant	80	23	57	16%
5	Production & CPP	208	36	172	48%
6	SHE	7	0	7	2%
7	Supply Management	9	2	7	2%
8	Training Centre	26	4	22	6%
9	ICT	2	1	1	0%
<b>Total</b>		<b>357</b>	<b>73</b>	<b>284</b>	
<b>Percentage</b>			<b>20%</b>	<b>80%</b>	

TABLE 2: PT KPP Employees' Data Year 2021.

No.	Departement	Number of Employees	Normal	Abnormal	%
1	Engineering	10	7	3	1%
2	FAT	3	1	2	0%
3	HCGS	19	12	7	2%
4	Plant	122	82	40	10%
5	Production & CPP	227	125	102	25%
6	SHE	4	2	2	0%
7	Supply Management	7	4	3	1%
8	Training Centre	12	6	6	1%
9	ICT	2	1	1	0%
<b>Total</b>		<b>406</b>	<b>240</b>	<b>166</b>	
<b>Percentage</b>			<b>59%</b>	<b>41%</b>	

Based on cholesterol data obtained regularly from company policies, it is necessary to examine the high cholesterol levels of employees. This is the first time this research has been conducted at PT KPP, and it is hoped that it can improve employee understanding of things that affect high cholesterol levels.

MCU is carried out once a year to find out if there are findings of minor or major deviations related to the results of the MCU which are categorized as problematic, it will be monitored by medical personnel, physicians and the OHS department. Whether it's checking every three months to ensure the results of the repairs that have been made. For example, in terms of health related to cholesterol, blood sugar and uric acid. In addition, the employees' health, activities, sleeping hours, and daily consumption are monitored.

TABLE 3: PT KPP Employees' Data Year 2022.

No.	Departement	Number of Employees	Normal	Abnormal	%
1	Engineering	4	1	3	1%
2	FAT	2	1	1	0%
3	HCGS	8	3	5	1%
4	Plant	92	45	47	12%
5	Production & CPP	182	58	124	31%
6	SHE	3	0	3	1%
7	Supply Management	6	2	4	1%
8	Training Centre	17	8	9	2%
9	ICT	3	1	2	0%
<b>Total</b>		317	119	198	
<b>Percentage</b>			38%	62%	

Based on the data and problems above, this study aims to determine whether knowledge, attitudes, behavior, age, and level of education affect a person's understanding of the causes of high cholesterol levels in PT KPP employees.

## 2. Methods

The study was conducted on employees at PT Kalimantan Prima Persada who had checked cholesterol for the last two months with a total sample of 76 people using purposive sampling method. Data was collected through distributing questionnaires and clarifying interviews. Multiple linear regression analysis was conducted to determine the effect of the independent variable on the dependent variable, either partially or simultaneously.

The operational definitions of variables in this study are described in the table below:

As for the variables of age and education obtained from the grouping of age and education, as follows:

The research framework was developed as follows:

## 3. Results and Discussion

TABLE 4: Operational Definition of Research.

No	Variables	Indicators	Instruments	Ranges	Data Scale
1	2	3	4	5	6
1	Knowledge	Education level Mass media exposure Economic capability Social relation Experience	Questionnaires/ Interview	Strongly agree = 5 Agree = 4 Neutral = 3 Disagree = 2 Strongly disagree = 1	Ordinal
2	Attitude	Personal experience People influenced Culture Religion and belief Emotional factor	Questionnaires/ Interview	Strongly agree = 5 Agree = 4 Neutral = 3 Disagree = 2 Strongly disagree = 1	Ordinal
3	Behavior	Awareness Interest Evaluation Trial Adaption	Questionnaires/ Interview	Strongly agree = 5 Agree = 4 Neutral = 3 Disagree = 2 Strongly disagree = 1	Ordinal
4	Cholesterol Level	Genetics Age Obedience Smoking habit	Questionnaires/ Interview	Strongly agree = 5 Agree = 4 Neutral = 3 Disagree = 2 Strongly disagree = 1	Ordinal

TABLE 5: Respondents Grouping.

Variables	Respondents Grouping
Age	≤ 25 yo 26 – 36 yo 37 – 47 yo ≥ 48 yo
Education	Junior High Senior High Diploma/Bachelor

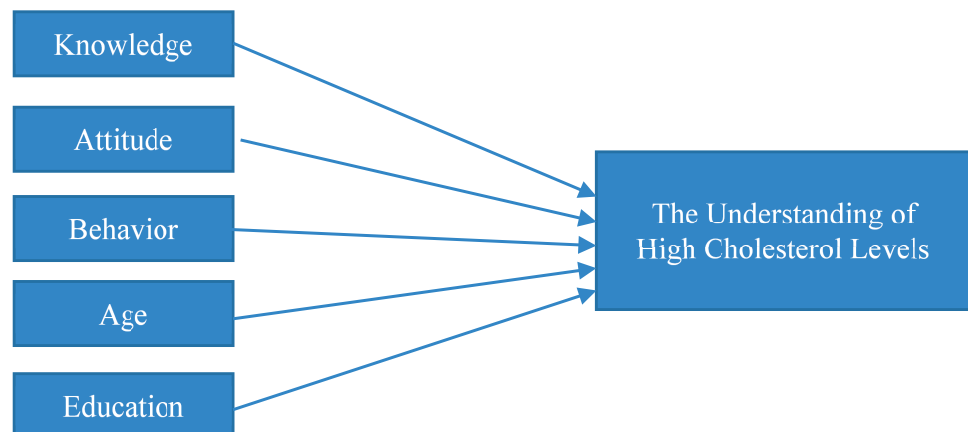


Figure 1: Research Framework.

TABLE 6: Gender of Respondents.

Gender	Frequency	Percentage
Male Female	73 3	96,05 3,95
Total	76	100

Source: Processed Data, 2022

### 3.1. Characteristics of Respondents

Based on Table 6, it is known that the identities of respondents who have a male gender are 73 people or 96.05% and those who have a female gender are 3 people or 3.95%. It was concluded that the employees of PT. Most of the KPPs are men because they work in the field.

TABLE 7: Age of Respondents.

Age	Frequency	Percentage
≤ 25 years old 26 – 36 years old 37 – 47 years old ≥ 48 years old	13 47 13 3	17,11 61,84 17,11 3,94
Total	76	100

Source: Processed Data, 2022

Based on Table 7, it is known that the age of respondents under 25 years is 13 people or 17.110%, the age of respondents is 26-36 years as many as 47 people or 61.84%, the age of respondents is 37-47 years as many as 13 people or 17.11% and the age of the respondents above is the same as 48 years as many as 3 people or 3.94%. It was concluded that most of the employees of PT. KPP of productive age.

TABLE 8: Respondents Education.

Education	Frequency	Percentage
Primary school Junior high school Senior High School University	0 1 68 12	0,0 1,32 82,89 15,79
Total	76	100

Source: Processed Data, 2022

Based on Table 8, it is known that the majority of respondents who graduated from junior high school were 1 person or 1.32%, graduated from high school as many as 63 people or 82.89% and completed D3/S1 as many as 12 people or 15.79%. It was concluded that most of the employees of PT. KPP graduated from high school.

### 3.2. Descriptive Analysis

Descriptive analysis based on the recapitulation of respondents' answers from each variable is explained as follows:

TABLE 9: Recapitulation of Respondents' Answers Regarding Knowledge (X1).

No	Statement	SA		A		N		NA		SNA		Total		Average			
		F	%	F	%	F	%	F	%	F	%	F	%				
1	The level of education you have can support your knowledge about a healthy lifestyle.	20	26,3	49	64,5	2	2,6	3	3,9	2	2,6	76	100	4.08			
2	Exposure to mass media can increase your knowledge about a healthy lifestyle.	10	13,2	57	75,0	6	7,9	2	2,6	1	1,3	76	100	3.96			
3	Economic status can affect your knowledge.	8	10,5	25	32,9	13	17,1	25	32,9	5	6,6	76	100	3.08			
4	Siblings Frequent social relationships will be more exposed to information.	5	6,6	55	72,4	11	14,5	4	5,3	1	1,3	76	100	3.78			
5	Have you ever attended a seminar on a healthy lifestyle.	3	3,9	24	31,6	24	31,6	24	31,6	1	1,3	76	100	3.05			
	Variable Average	3,59															

Source: Processed Data, 2022

Based on Table 9. it can be seen that the average value of the variable statement of knowledge about a healthy lifestyle (X1) is 3.59. This shows that knowledge about a healthy lifestyle (X1) is included in the good/high categorization.

Based on table 10, it can be seen that the average value of the attitude variable statement about a healthy lifestyle (X2) is 3.69. This shows that the attitude about a healthy lifestyle (X2) is included in the good/high categorization.

Based on table 11. it can be seen that the average value of the statement of behavioral variables about a healthy lifestyle (X3) is 3.99. This shows that the behavior regarding a healthy lifestyle (X3) is included in the good/high categorization.



TABLE 10: Recapitulation of Respondents' Answers Regarding Attitudes (X2).

No	Statement	SA		A		N		NA		SNA		Total		Average
		F	%	F	%	F	%	F	%	F	%	F	%	
1	Personal experiences can shape your attitude to a healthy lifestyle.	23	30,3	50	65,8	1	1,3	0	0,0	2	2,6	76	100	4.21
2	A healthy lifestyle is influenced by other people who you consider important.	5	6,6	46	60,5	12	15,8	10	13,2	3	3,9	76	100	3.53
3	Culture can influence your attitude towards a healthy lifestyle.	6	7,9	44	57,9	10	13,2	15	19,7	1	1,3	76	100	3.51
4	Belief or religion can shape our attitude towards a healthy lifestyle.	23	30,3	32	42,1	4	5,3	16	21,1	1	1,3	76	100	3.79
5	Emotional factors can underlie your attitude about a healthy lifestyle.	10	13,2	34	44,7	12	15,8	18	23,7	2	2,6	76	100	3.42
	Average Variable	3,69												

Source: Processed Data, 2022

Based on table 12, it can be seen that the average value of the variable statement of high cholesterol levels (Y) is 3.78. This shows that high cholesterol levels (Y) are included in the good/high category.

### 3.3. Hypothesis Testing t-test

From Table 13 it is obtained data that the variables of knowledge, attitude, age and education have  $> 0.05$  or  $t$  test number  $< t$  table = 1.667 ( $df = n-k-1 = 76-5-1 = 70, = 0.05$ , one-sided test), so it is not significant or has no effect. While the behavioral variable has  $< 0.05$  or  $t$  test number  $> t$  table = 1.667 so it is significant or influential.

TABLE 11: Recapitulation of Respondents' Answers Regarding Behavior (X3).

No	Statement	SA		A		N		NA		SNA		Total		Average	
		F	%	F	%	F	%	F	%	F	%	F	%		
1	You already know the benefits of a healthy lifestyle.	17	22,4	55	72,4	2	2,6	0	0,0	2	2,6	76	100	4.12	
2	You feel interested in adopting a healthy lifestyle.	36	47,4	36	47,4	2	2,6	0	0,0	2	2,6	76	100	4.37	
3	You will consider whether or not a healthy lifestyle is good for you.	10	13,2	48	63,2	6	7,9	11	14,5	1	1,3	76	100	3.72	
4	You try to do new things in order to adopt a healthy lifestyle.	7	9,2	57	75,0	5	6,6	6	7,9	1	1,3	76	100	3.83	
5	You can adapt according to your knowledge, awareness and attitude towards a healthy lifestyle.	8	10,5	56	73,7	9	11,8	2	2,6	1	1,3	76	100	3.89	
Average Variabel		3,99													

Source: Processed Data, 2022

### 3.4. Multiple Linear Regression Analysis

Based on Table 14, it is known that the equations of multiple linear regression analysis are:

$$Y = 0.056 X_1 + 0.128 X_2 + 0.587 X_3 + 0.094 X_4 - 0.130 X_5$$

The value of the knowledge variable coefficient (X1) is 0.056 positive. This can be interpreted that if the knowledge about a healthy lifestyle is getting better, the understanding of the causes of high cholesterol levels will be better with other variables considered constant or fixed.

The coefficient value of the attitude variable (X2) is 0.128 positive. This can be interpreted that if the attitude of a healthy lifestyle is getting better, the understanding of the causes of high cholesterol levels will be better with other variables considered constant or fixed.

The value of the behavioral variable coefficient (X3) is 0.587 positive. This can be interpreted if the behavior of a healthy lifestyle is getting better, the understanding

TABLE 12: Recapitulation of Respondents' Answers Regarding Understanding the Causes of Cholesterol Levels.

No	Statement	SA		A		N		NA		SNA		Total		Averaga
		F	%	F	%	F	%	F	%	F	%	F	%	
1	Genetic factors can shape your cholesterol levels.	4	5,3	27	35,5	16	21,1	27	35,5	2	2,6	76	100	3.05
2	Age can cause a decrease in the work function of the body's metabolism.	13	17,1	46	60,5	10	13,2	6	7,9	1	1,3	76	100	3.84
3	You will obediently control cholesterol in the blood.	13	17,1	51	67,1	10	13,2	1	1,3	1	1,3	76	100	3.97
4	Obesity can cause blood vessels in the body to become blocked.	12	15,8	58	76,3	4	5,3	1	1,3	1	1,3	76	100	4.04
5	Nicotine in cigarettes has a negative impact on the body's metabolism.	24	31,6	37	48,7	10	13,2	2	2,6	3	3,9	76	100	4.01
Average Variabel		3,78												

Source: Processed Data, 2022

TABLE 13: Hypothesis Test.

No.	Variable	T	Sig.
1	Knowledge	0.499	0.620
2	Attitude	1.118	0.267
3	Behavior	4.899	0.000
4	Age	1.122	0.266
5	Education	-1.537	0.129

Source: Processed Data, 2022

of the causes of high cholesterol levels will be better with other variables considered constant or fixed.

The coefficient value of the age variable (X4) is 0.094 positive. This can be interpreted as increasing age, understanding the causes of high cholesterol levels will also increase with other variables considered constant or fixed.

TABLE 14: Multiple Linear Regression Analysis.

No.	Variable	Standardized Coefficients
1	Knowledge	0.056
2	Attitude	0.128
3	Behavior	0.587
4	Age	0.094
5	Education	-0.130

Source: Processed Data, 2022

The coefficient value of the education level variable (X5) is 0.130 negative. This can be interpreted if the level of education increases, the understanding of the causes of high cholesterol levels will decrease with other variables considered constant or fixed.

### 3.5. Discussion

Based on the results above, it can be seen that knowledge has no effect on understanding the causes of high cholesterol levels. This means that even though employees have knowledge about the dangers of cholesterol and a healthy lifestyle, which is indicated through one's education level, exposure to mass media about the dangers of cholesterol and a healthy lifestyle, one's economic condition, and social lifestyle, and one's experience of cholesterol disease, it does not cause a person to understand about the causes of high cholesterol levels and have an awareness to have a healthy lifestyle. This can be attributed to the majority of respondents aged under 37 years, where at that age they still have a low risk of cholesterol disease and have a social lifestyle that is relatively less concerned with healthy lifestyles. From the results of MCU data in 2022, the majority (62%) of employees have abnormal MCU results. Based on the results of the employee survey answers, it was found that the respondents had never attended a seminar on healthy lifestyles. This can be used as input for PT. KPP to organize seminars on healthy lifestyles for employees, which can be held periodically to remind employees of the importance of implementing a healthy lifestyle. The results of this study are not in line with the results of research conducted by [11].

Attitude has no effect on understanding the causes of high cholesterol levels. Attitude is a collection of a person's response that is consistent with the awareness of a healthy lifestyle. This means an attitude that is indicated by personal experiences regarding cholesterol disease, the influence of others to have a healthy lifestyle to

prevent cholesterol, the culture in our society that often eats fried foods, beliefs or religions that teach fasting and a healthy lifestyle, and one's emotional factors. To wish to have a healthy lifestyle, it does not cause a person to understand the causes of high cholesterol levels. This could be due to the fact that the majority of the respondents were male, with the majority being under 37 years of age, the majority of whom had a tendency to pay less attention to health and may lack experience with the disease. In addition, the majority of employees are in the Production & CPP department, the majority of which are field workers and the workload is quite high. From the results of the survey, it was found that a person's emotional factor can cause someone to apply a healthy lifestyle to have the lowest score. So that it can be input to PT. KPP in implementing the K3 program regarding training methods or seminars on healthy lifestyles. This study is not in line with the results of research conducted by [11].

Behavior affects the understanding of the causes of high cholesterol levels. Healthy living behavior is a person's reaction to a stimulus (object) related to disease, health services, food and the environment. Behavior is indicated by awareness, namely someone who is aware in the sense of knowing in advance the dangers of cholesterol disease and the importance of healthy living to prevent the disease, after knowing it is followed by an indication of interest, namely someone who is interested in knowing more about lifestyle healthy lifestyle and learn from various sources about a healthy lifestyle, after being interested in and learning about a healthy lifestyle, then proceed with someone doing an evaluation, namely someone begins to weigh whether or not a healthy lifestyle is good for him, and then try (trial) that is someone have tried a new behavior with consideration of the pros and cons so that they want to continue trying or stop it, after trying and feeling good and in accordance with themselves then the person will adopt (adoption), namely people begin to believe and have accepted that the new lifestyle gives benefits bro for him. This is what causes healthy living behaviors affect the understanding of the causes of high cholesterol levels. From the survey results obtained information that employees in considering whether or not to implement a healthy lifestyle for themselves occupies the lowest score. So that it can be used as input for PT. KPP in the K3 program through the right approach to training methods, so that employees do not hesitate in deciding to implement healthy lifestyle behaviors. The results of this study are not in line with the results of research conducted by [13], but are in line with the results of [12].

Age has no effect on understanding the causes of high cholesterol levels. This is because the majority of respondents are less than 37 years old, which is a young age who may have a relatively low chance of cholesterol disease. The results of this study are in line with the results of research conducted by [13].

Education has no effect on understanding the causes of high cholesterol levels. This is because the majority of respondents have high school education, which may lack knowledge and curiosity about the dangers of cholesterol.

From the survey results, it is known that employees' understanding that the cause of high cholesterol is due to genetic factors occupies the lowest score. This shows that employees still do not understand the factors that can cause high cholesterol levels. This can be used as input for PT. KPP for the K3 program through training materials or seminars on healthy lifestyles containing information about the factors that cause high cholesterol levels.

Based on the description above, it can be seen from the results of this study that knowledge about the dangers of cholesterol disease and the importance of a healthy lifestyle, attitudes about cholesterol disease and a healthy lifestyle, age, and level of education do not affect a person's understanding of the causes of high cholesterol levels. However, what affects one's understanding of the causes of high cholesterol levels is behavior, namely one's actions and awareness about the dangers of cholesterol disease and the importance of running a healthy lifestyle to prevent the disease.

Based on the MCU measurement of employees from 2020 to 2022, there is a slight downward trend in abnormal employees as presented in Table 12.

TABLE 15: Development of Employee MCU Data.

	2020	2021	2022
Normal	20%	59%	38%
Abnormal	80%	41%	62%

Source: Processed Data, 2022

From Table 12, it can be seen that the number of employees who have good MCU results is increasing compared to 2020. This can happen due to the Covid 19 pandemic in 2020 and awareness about employee healthy lifestyle behavior to avoid disease.

#### 4. Conclusions And Recommendations

## 4.1. Conclusion

Knowledge, attitude, age and education have no effect on understanding the causes of high cholesterol levels. Behavior affects the understanding of the causes of high cholesterol levels.

## 4.2. Suggestion

The K3 program needs to be complemented by a healthy lifestyle training program in the work environment and at home for employees to increase employee understanding of the dangers of diseases, especially those caused by cholesterol. The training program can be provided with an approach method and information about the factors that cause high cholesterol levels and the importance of a healthy lifestyle to prevent the disease. Training can be conducted periodically, to remind employees about the importance of implementing a healthy lifestyle.

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