Ilomata International Journal of Social Science
P-ISSN: 2714-898X; E-ISSN: 2714-8998
Volume 6, Issue 4 October 2025
Page No. 1324-1336

Integrating Fire Prevention Strategies with Industrial Hygiene to Improve Workplace Safety in the textile industry PT. Panca Bintang Tunggal

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Received : May 29, 2025
Accepted : July 24, 2025
Published : October 31, 2025

Citation: Utomo, B., Sumardiyono, Widjanarti, M.P., Nisa, F.S., Ismayentim L., Rinawati, S., Atmojo, T.B., Rha, W.Y., & Gustav, J.S., (2025). Integrating Fire Prevention Strategies with Industrial Hygiene to Improve Workplace Safety in the textile industry PT. Panca Bintang Tunggal. Ilomata International Journal of Management, 6(4), 1324-1336. https://doi.org/10.61194/ijjm.v6i4.1836

ABSTRACT: In addressing workplace safety within PT. Panca Bintang Tunggal, a qualitative approach was employed to explore the integration of fire prevention strategies with industrial hygiene. This research distinguishes itself from existing literature by focusing specifically on the integration of fire prevention strategies with industrial hygiene practices tailored for PT. Panca Bintang Tunggal. Previous studies often address these areas in isolation, neglecting the synergistic benefits of their integration. Data was collected through semi-structured interviews with 50 participants, including safety officers, production managers, and frontline workers. This diverse participant pool ensures a comprehensive perspective on safety practices and fire hazards prevalent in the workplace. The data analysis involved thematic coding, where responses were categorised into key themes such as risk perception, existing safety measures, and the effectiveness of current fire prevention strategies. Thematic analysis is particularly valuable in qualitative research as it helps in identifying patterns and insights that quantitative methods may overlook. The findings indicate a pressing need for integrated training programs that encompass both fire prevention and industrial hygiene practices. For example, implementing regular fire drills alongside hygiene training can reinforce the importance of safety protocols, fostering a culture of safety within the organisation. As noted by the National Fire Protection Association, organisations with comprehensive training programmes significantly reduce the incidence of workplace fires.

Keywords: Textile Industry, Fire Prevention, Industrial Hygiene, Workplace Safety, Occupational Health

INTRODUCTION

The textile industry is one of the most significant sectors in the global economy, contributing to substantial employment and revenue. However, it is also associated with various workplace hazards, including exposes employees to a variety of workplace dangers, such as chemical, ergonomic, and physical threats. Chronic illnesses brought on by prolonged exposure to these

risks can lower workers' quality of life (Medeni et al., 2025). According to the International Labour Organization (ILO), the textile sector accounts for a considerable percentage of workplace accidents and health issues, necessitating the integration of fire prevention strategies with industrial hygiene to enhance overall workplace safety (Choi & Byeon, 2021). This journal aims to explore how the amalgamation of these two critical areas can lead to a safer working environment in the textile industry.

Despite advancements in safety protocols, the integration of fire prevention strategies with industrial hygiene remains underexplored in the textile sector. Specifically, PT. Panca Bintang Tunggal has yet to fully assess the synergistic effects of these strategies on overall workplace safety. Research indicates that approximately 25% of industrial fires are linked to poor hygiene practices (Lu & Wang, 2020). Furthermore, case studies from similar industries reveal that effective integration can reduce fire incidents by up to 40. This highlights the urgent need for comprehensive studies to evaluate these integration strategies.

The integration of fire prevention strategies, such as proper material handling, storage practices, and employee training, with industrial hygiene practices can mitigate these risks. This approach not only protects workers but also ensures compliance with occupational safety regulations (Hou et al., 2025). Industrial hygiene plays a crucial role in identifying and controlling workplace hazards that may contribute to fire risks (Garrido Arias, 2024). For instance, the presence of dust and lint accumulation in textile mills can create an explosive atmosphere. A study found that over 70% of textile mills had inadequate dust control measures, leading to increased fire hazards (Bamonte et al., 2018). By implementing industrial hygiene practices, such as regular cleaning and maintenance, facilities can significantly reduce the likelihood of fire incidents while simultaneously protecting workers from exposure to harmful substances. The objective of this research is to analyze and evaluate the integration of fire prevention strategies with industrial hygiene practices to enhance comprehensive workplace safety in the textile industry at PT. PANCA BINTANG TUNGGAL

In addition to addressing fire risks, integrating fire prevention strategies with industrial hygiene can enhance overall workplace safety by fostering a culture of safety among employees (Tupper & Doyal, 2023); (Geetha et al., 2018). When workers are trained in both fire prevention and industrial hygiene, they become more aware of potential hazards and are better equipped to respond to emergencies. A survey conducted by the American Textile Manufacturers Institute (ATMI) revealed that companies that prioritized safety training experienced a 30% reduction in workplace accidents (Patriarca et al., 2019). This statistic underscores the importance of a holistic approach to workplace safety in the textile industry.

METHOD

This qualitative study aims to uncover unexplored dimensions of fire prevention and industrial hygiene within PT. Panca Bintang Tunggal. By analysing current practices and employee perceptions, the research highlights the critical need for integrated safety protocols. For instance, a report from the National Fire Protection Association (NFPA) indicates that improper storage

of flammable materials contributes to 30% of industrial fires. Furthermore, implementing effective hygiene practices can significantly reduce fire hazards while promoting overall workplace safety (Araujo Lima et al., 2021). This dual approach not only enhances compliance but also fosters a culture of safety among employees.

In conducting this study, a total of 50 participants were selected from various departments within PT. Panca Bintang Tunggal. The selection criteria focused on employees who have direct exposure to fire hazards and those involved in industrial hygiene practices. Specifically, participants included machine operators, safety officers, and maintenance staff, ensuring a diverse representation of perspectives. Previous studies indicate that involving a varied participant group enhances the reliability of findings. The selection process was designed to ensure that individuals had at least two years of experience within the industry, thus providing a solid foundation of knowledge regarding workplace safety protocols and fire prevention strategies.

Interviews were conducted over a period of four weeks, with each session lasting approximately 45 minutes. This duration was deemed sufficient to gain in-depth insights while maintaining participant engagement. Observations were carried out bi-weekly, allowing researchers to monitor safety practices and fire prevention measures in real-time. According to the National Fire Protection Association, regular observations are crucial for identifying potential hazards and ensuring compliance with safety regulations. This structured approach facilitated a comprehensive understanding of both the theoretical and practical aspects of fire prevention within the workplace.

Data analysis was performed using a mixed-methods approach, combining qualitative and quantitative techniques. Interview transcripts were coded thematically, highlighting recurring themes related to fire safety and industrial hygiene. Statistical analysis was also employed to quantify the effectiveness of existing fire prevention strategies, using data from incident reports and safety audits (Ramírez et al., 2025). This dual approach aligns with best practices in safety research, enabling a robust examination of the interplay between fire prevention and industrial hygiene.

To ensure the validity of the study, triangulation was employed, incorporating multiple data sources such as interviews, observations, and document reviews. Reliability was assessed through pilot testing of the interview questions and consistency checks during observations. The use of established safety frameworks, such as the Hierarchy of Controls, further bolstered the study's credibility. This rigorous methodology is essential for producing actionable insights that can effectively enhance workplace safety measures (Noble & Heale, 2019).

Ethical considerations were paramount throughout the research process. Informed consent was obtained from all participants, ensuring they understood the purpose of the study and their right to withdraw at any time. Anonymity was maintained to protect participants' identities, particularly given the sensitive nature of workplace safety issues.

The selection of participants for this study is crucial, as their insights directly contribute to innovative safety models. By engaging employees from various levels within PT. Panca Bintang

Tunggal, we can gather diverse perspectives on fire prevention and industrial hygiene.

RESULT AND DISCUSSION

In the textile industry, particularly at PT. Panca Bintang Tunggal, the integration of fire prevention strategies with industrial hygiene is crucial for enhancing workplace safety. The textile sector is particularly vulnerable to fire hazards due to the presence of flammable materials such as fabrics, threads, and chemicals used in dyeing processes (Kandola, 2024). Textiles accounted for approximately 15% of all structure fires in industrial settings, highlighting the urgent need for effective fire prevention measures. This statistic underscores the importance of adopting a comprehensive approach that combines fire safety with industrial hygiene practices.

Awareness of Safety, Prevention Systems, Ventilation, and More

Awareness of safety in the textile industry is paramount, particularly in companies like PT. Panca Bintang Tunggal, where flammable materials are prevalent. Textiles account for a significant percentage of industrial fires, emphasising the need for robust fire prevention strategies. Effective prevention systems, including regular safety drills and training, are essential in fostering a culture of safety (VENKATARAMANAN et al., 2019). Organisations with comprehensive safety training programmes can reduce workplace incidents by up to 50%. Additionally, proper ventilation systems are crucial in minimising the accumulation of flammable vapours. Poor ventilation can exacerbate fire risks, as evidenced(Mazumder et al., 2023). Therefore, integrating fire safety awareness with industrial hygiene practices can significantly enhance the overall safety environment.

In interviews conducted with employees at PT. Panca Bintang Tunggal, several workers highlighted their experiences regarding safety protocols. One employee noted, "We have regular fire drills, but sometimes it feels like just a formality—real awareness is what we need." This sentiment reflects a broader concern regarding the effectiveness of current training practices. Another employee stated, "I often worry about the lack of ventilation in certain areas; it makes me feel unsafe." Such narratives underscore the importance of not only implementing safety measures but also ensuring that employees are genuinely engaged and informed about these practices.

The significance of safety protocols in the workplace cannot be overstated. They are essential not only for compliance with legal regulations but also for fostering a culture of safety that prioritises the well-being of employees (de Oliveira et al., 2023). In the case of PT. Panca Bintang Tunggal, the feedback from employees reveals a disconnection between the intended purpose of safety measures and the actual lived experiences of workers. This gap raises critical questions about the effectiveness of current training practices and the overall safety culture within the organisation. To delve deeper into the concerns expressed by the employees, it is essential to examine the role of regular fire drills. While these drills are a standard practice in many workplaces, their effectiveness can vary significantly based on how they are perceived by employees (Faheem et al.,

2023). The statement from the employee who described the drills as a mere formality highlights a common issue in safety training: when employees view drills as routine rather than essential, the potential for genuine learning and preparedness diminishes. This observation suggests that the organisation needs to reassess how these drills are conducted. For instance, incorporating realistic scenarios or simulations could enhance engagement and ensure that employees understand the importance of their participation.

Moreover, the need for real awareness extends beyond fire drills to encompass a broader understanding of safety protocols. Employees should not only know what to do in an emergency but also understand why these procedures are in place. This deeper comprehension can foster a greater sense of responsibility and vigilance among workers (Chakrabarty et al., 2016). For example, if employees are educated about the potential hazards associated with their specific roles and the rationale behind safety measures, they may be more likely to adhere to protocols and actively participate in maintaining a safe working environment.

The concern regarding inadequate ventilation is another critical aspect of workplace safety that warrants further exploration. Poor ventilation can lead to a myriad of health issues, including respiratory problems, fatigue, and decreased productivity. The employee's worry about this issue highlights the need for organisations to conduct regular assessments of their physical work environment. Implementing measures such as air quality monitoring and ensuring proper airflow can significantly enhance employee comfort and safety (Romine & Barth, 2002). Additionally, engaging employees in discussions about their concerns regarding ventilation can empower them to contribute to the solution, fostering a collaborative approach to workplace safety. Transitioning from individual concerns to the overall safety culture within the organisation, it is essential to recognise that safety is not solely the responsibility of management; it is a collective effort that requires the participation of all employees. Leadership plays a pivotal role in establishing a safety-first mindset. When leaders prioritise safety and demonstrate their commitment through actions and policies, it sets a tone that resonates throughout the organization (Manivannan & Raman, 2023). For example, regular communication from leadership regarding safety initiatives and the importance of employee well-being can reinforce the message that safety is a shared value. In addition to leadership commitment, ongoing training and education are vital components of a robust safety culture. Training should not be limited to initial onboarding but should be an ongoing process that adapts to the evolving needs of the workforce. For instance, refresher courses, workshops, and interactive training sessions can help reinforce safety protocols and keep employees informed about new developments or changes in regulations. This continuous learning approach can also contribute to building a culture of safety where employees feel empowered to speak up about potential hazards and contribute to solutions.

Another critical aspect of enhancing safety awareness is the integration of technology into safety practices. In today's digital age, leveraging technology can significantly improve safety training and communication. For instance, virtual reality (VR) simulations can provide employees with immersive training experiences that replicate real-life scenarios. This approach can enhance retention and understanding of safety protocols, making the learning experience more engaging and effective. Additionally, mobile applications can facilitate real-time reporting of safety

concerns, allowing employees to communicate hazards promptly and efficiently.

The importance of feedback mechanisms cannot be overlooked in the context of workplace safety. Establishing channels for employees to provide feedback on safety protocols can lead to continuous improvement. For example, after conducting safety drills, organisations can solicit feedback from participants to identify areas for enhancement. This practice not only demonstrates that management values employee input but also fosters a culture of transparency and accountability. When employees see that their feedback leads to tangible changes, it reinforces their commitment to safety practices. As we consider the broader implications of safety protocols, it is essential to acknowledge the potential impact on employee morale and productivity. A safe working environment contributes to higher job satisfaction and overall well-being. When employees feel safe and supported, they are more likely to be engaged and motivated in their work. Conversely, a lack of attention to safety can lead to increased stress and anxiety, negatively affecting performance. Therefore, investing in safety measures is not only a legal obligation but also a strategic decision that can enhance organisational performance (Shah, 2023).

Connecting Findings with Theories

The findings from employee interviews align with the Safety Culture Theory, which posits that an organisation's safety culture significantly influences its overall safety performance (Cooper Ph.D., 2000). This theory suggests that the attitudes, beliefs, and behaviours of employees regarding safety are crucial in shaping the organisation's approach to safety management. When employees perceive safety measures as mere formalities, it can lead to complacency, undermining the effectiveness of fire prevention strategies (Peserico et al., 2021). This complacency can manifest in various ways, such as a lack of adherence to safety protocols, insufficient reporting of hazards, or a general disregard for safety training.

For instance, in a manufacturing setting, employees might become desensitised to the sound of alarms or the sight of safety equipment, viewing these elements as background noise rather than critical components of their safety. This desensitisation can lead to a dangerous environment where potential hazards are overlooked, ultimately increasing the risk of accidents. Therefore, it is imperative for organisations to foster a robust safety culture that engages employees at all levels, ensuring that safety is not just a checklist item but a fundamental aspect of the workplace ethos.

Integrating theoretical frameworks such as the Hierarchy of Controls can also enhance safety measures at PT. Panca Bintang Tunggal. The Hierarchy of Controls is a systematic approach to managing workplace hazards, prioritising strategies that eliminate or reduce risks. By focusing on the elimination and substitution of hazards, organisations can significantly mitigate risks before they pose a threat to employees. For example, if a particular chemical used in a manufacturing process is identified as hazardous, the first step would be to eliminate its use altogether or substitute it with a safer alternative. This proactive approach not only protects employees but also demonstrates a commitment to their well-being, reinforcing a positive safety culture.

As we delve deeper into the implications of safety culture, it is essential to consider the role of leadership in shaping this culture. Leaders set the tone for the organisation, and their attitudes towards safety can significantly influence employee perceptions. A leader who prioritises safety, actively engages with employees on safety matters, and demonstrates a commitment to continuous improvement can inspire a similar attitude among team members. For example, when a manager takes the time to participate in safety training alongside their employees, it sends a powerful message that safety is a shared responsibility.

The importance of continuous improvement in safety practices cannot be overstated. Organisations should regularly assess their safety measures and seek feedback from employees to identify areas for enhancement. This iterative process not only helps in adapting to new challenges but also demonstrates a commitment to maintaining high safety standards. For instance, after implementing a new safety protocol, soliciting feedback from employees can provide valuable insights into its effectiveness and areas for improvement.

Despite the evident benefits of integrating fire prevention strategies with industrial hygiene, several challenges persist. Resource constraints often hinder the implementation of comprehensive safety measures, particularly in smaller textile firms. Additionally, resistance to change among employees can impede the adoption of new safety protocols. A report by the International Labour Organization (ILO) indicates that cultural attitudes towards safety can significantly affect implementation efforts (David Chinalu Anaba et al., 2024). Therefore, addressing these limitations through continuous education and engagement is crucial for enhancing workplace safety at PT. Panca Bintang Tunggal.

Tabel 1. Integration of fire prevention strategies with industrial hygiene to improve workplace safety in the textile industry at PT. PANCA BINTANG TUNGGAL

Theme / Aspect	Explanation	Unexpected Pattern / Contradiction	Contribution to Scientific Discourse
Passive vs. Active Safety Approaches	Fire prevention strategies tend to be passive (e.g., equipment, building design), while industrial hygiene is more active (e.g., controlling exposure).	These two systems are often managed separately, despite overlapping risks such as flammable textile dust.	Encourages cross-functional safety management in high-risk work environments like textiles.
Dual Impact Integration	Some hygiene interventions (like ventilation and filtration) also reduce fire hazards.	A single intervention may yield dual benefits if coordinated across safety functions.	Promotes the idea of "one effort, multiple impacts" in safety system design.

Theme / Aspect	Explanation	Unexpected Pattern / Contradiction	Contribution to Scientific Discourse
Separated vs. Integrated Effectiveness	Traditional safety management separates fire safety from hygiene; integration seeks synergy.	Integration may enhance outcomes but also bring coordination complexity or role confusion.	Offers a case study for evaluating the efficiency and outcomes of integrated safety management systems.
Socio-Organizational Dimension	Workplace culture and organizational structure influence the success of integration.	Tools and procedures may be available, but weak safety culture hinders implementation.	Highlights the socio-technical dimension of risk management in industrial settings.
Risk of System Fragmentation	Managing fire safety and hygiene separately can create oversight gaps or policy redundancies.	Disjointed systems may lead to "grey zones" of responsibility that increase accident risk.	Reinforces the need for integrated, data-driven safety frameworks with interdepartmental collaboration.

In the textile industry, particularly at PT. Panca Bintang Tunggal, the integration of fire prevention strategies with industrial hygiene is crucial for enhancing workplace safety. Statistics indicate that around 30% of workplace fires occur in manufacturing settings, with textiles being particularly vulnerable due to flammable materials (Friday Emmanuel Adikwu et al., 2024). Effective fire prevention measures, such as regular risk assessments and employee training, can significantly mitigate these risks (Geetha et al., 2018). For instance, a case study from a similar textile company showed a 40% reduction in fire incidents after implementing comprehensive safety protocols (Shaikhan et al., 2022). Thus, prioritising both fire safety and industrial hygiene can create a safer working environment.

Moreover, the integration of industrial hygiene practices, such as regular air quality assessments, plays a vital role in fire prevention. Poor air quality can lead to the accumulation of dust and lint, which are highly combustible (Oh et al., 2023). The American Industrial Hygiene Association (AIHA) recommends maintaining a clean workspace to mitigate fire hazards and improve overall employee health (Al-Nezari, 2024). For PT. Panca Bintang Tunggal, implementing a routine cleaning schedule and utilizing proper ventilation systems can help control dust levels and create a safer working environment. This proactive approach not only reduces fire risks but also enhances the overall well-being of workers.

Lastly, the use of technology can further enhance fire prevention efforts. Implementing fire detection systems, such as smoke detectors (Gu et al., 2023) and sprinkler systems, is critical in minimizing damage and ensuring rapid response in case of a fire (Kalaiarasi. et al., 2023a). By

employing the "Predictive Vigilance" framework, industries can achieve real-time monitoring and predictive analysis of smoke presence, enhancing safety measures. This approach minimizes false alarms and improves detection accuracy, making it suitable for industrial environments where fire incidents can pose significant risks (Davrazos et al., 2024). According to the NFPA, having a working fire alarm system can reduce the risk of fire-related fatalities by 50%. By investing in modern fire safety technologies and integrating them with industrial hygiene practices, PT. Panca Bintang Tunggal can create a comprehensive safety framework that protects both employees and assets.

This study highlights the critical integration of fire prevention strategies with industrial hygiene at PT. Panca Bintang Tunggal, presenting a novel approach to enhancing workplace safety. Unlike previous research, which often treated these aspects in isolation, our findings illustrate the synergistic benefits of a unified strategy, reducing fire risks and promoting overall employee health (Kalaiarasi. et al., 2023b). By adopting comprehensive training and regular safety audits, the textile industry can significantly mitigate hazards, as evidenced by a 30% reduction in incidents reported in similar sectors (Smith, 2020). This integrated framework not only safeguards employees but also optimises operational efficiency, setting a precedent for future research.

Future studies could explore the long-term impacts of integrated safety strategies on employee well- being and productivity in the textile sector. Investigating the effectiveness of specific training programmes and their correlation with incident reduction rates would provide valuable insights. Additionally, examining the cost-benefit analysis of implementing these strategies could encourage wider adoption across the industry. Collaborations with organisations like the Health and Safety Executive (HSE) could further enhance the validity of findings, paving the way for industry-wide standards. Ultimately, this research lays the groundwork for ongoing improvements in workplace safety practices.

CONCLUSION

The integration of fire prevention strategies with industrial hygiene is not just a theoretical concept but a practical necessity for improving workplace safety in the textile industry. This proposal serves as a foundation for developing new policies that can lead to a safer industrial environment, ultimately benefiting both employees and the organisation. The findings from this research at PT. Panca Bintang Tunggal highlight the critical need for a cohesive safety model that addresses the unique challenges faced in this sector. By employing qualitative methods to gather data from various stakeholders, the research provides valuable insights into the current safety practices and identifies gaps that need to be addressed. The pressing need for integrated training programmes and regular safety drills is evident, as these measures can significantly enhance the overall safety culture within the organisation. This proposal serves as a foundation for developing new policies that can lead to a safer industrial environment, ultimately benefiting both employees and the organisation.

This research was funded by the RKAT PTNBH Sebelas Maret University Fiscal Year 2025 through the Research Group Capacity Strengthening (PKGR-UNS) C research scheme with the

Research Assignment Agreement Letter Number: 371/UN27.22/PT.01.03/2025. The author gratefully acknowledges the support and cooperation of all parties involved in this research. Special thanks to the management of PT. Panca Bintang Tunggal for granting permission to conduct the study within their workplace. Appreciation is extended to the safety officers, production managers, and frontline workers who willingly shared their valuable insights. Thanks also go to the supervisors and colleagues who provided guidance in research design and data analysis. The author declares that there are no conflicts of interest, whether financial, professional, or personal, that could affect the objectivity and integrity of this research. All parties mentioned in the acknowledgments have no involvement that may result in a conflict of interest related to the results and presentation of this study. The author is committed to maintaining honesty and transparency throughout all stages of the research to support the credibility of scientific knowledge and the enhancement of workplace safety at PT. Panca Bintang Tunggal.

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