

PREVENTION OF NARCOTICS ABUSE IN COMPANIES

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ABSTRACT A person who has good quality at work is a manifestation of the work carried out by employees as the basis for employee performance assessment. Along with the development of technology and information today to increase productivity in accordance with the company's targets, workers are trying to meet work targets in order to get bonuses promised by employers. In the company environment, peer association has a strong influence on the occurrence of deviant behavior of workers by trying to continue to exist at work, so they are vulnerable to narcotics abuse. The role of the Government, Employers, Trade Unions and workers themselves is needed in preventing abuse in eradication efforts aimed at workers in companies in a promotive and preventive manner. This service aims to prevent narcotics abuse in the company which results in a less conducive work environment and can even result in work accidents in the company. This prevention is useful for creating a good and healthy work environment and the company's targeted production is achieved. The results of this service are expected to minimize narcotics users in the company. Prevention of the use of narcotics can be anticipated by including rules in the Company Regulations or Collective Employment Agreements in an effort to maximize work productivity and avoid work accidents due to drug abuse, especially the use of narcotics in order to deter workers and at the same time be responsive to the occurrence of illicit drug distribution in the business world, especially if it is a requirement to be accepted as a worker free from narcotics. transparent management demonstrates the benefits of this commitment.

KEYWORDS: *Narcotics, Companies, Prevention, Productivity, Workers*

1. INTRODUCTION

High productivity as the company's target is continuously trying to be improved and updated in order to increase profitability. A measure of a company's success is its relatively broad or large dominance in the market. For profit-oriented companies, the main goal is to get optimal profits and is also expected to achieve efficiency and effectiveness in carrying out their business activities.

Human resources are the most important element in realizing the company's goals through all the resources owned by the company efficiently and effectively. Systems, procedures, and work methods are always changing and increasingly sophisticated, so that it demands a worker to work according to predetermined targets and also working hours that are adjusted to what is expected by the company. Industry players sometimes attach importance to the factor of increasing the amount of production so that companies prefer wholesale workers to complete their work quickly without considering their health conditions. This condition will be exacerbated by the wholesale working mechanism which is monotonous and repetitive.

Work success is influenced by physical factors and to optimize work ability and force the body to continue working even though it has to rest and the worker tries to keep working in order to meet the work target or bonus promised by the employer. The way of working of humans, which used to use a lot of human labor, is now reduced in scope, namely making machines as a substitute for all jobs, coupled with the development of technology today which uses a lot of it, all of which give rise to many deviant behaviors in society, especially the working community. Along with the development of information and communication systems that tend to have a negative impact on individuals who are not observant in seeing the use of social media. Peer association has a strong influence on the deviant behavior of the working community. If a person's personality is unstable, not good, and easily influenced by others, it is easier to fall into narcotics abuse. Countermeasures against narcotics circulation and abuse can be taken through various strategies in the company which are then implemented thoroughly and simultaneously in the company environment in collaboration with components of the anti-drug community.

Peer association has a strong influence on the occurrence of narcotics abuse, usually starting from the participation of friends. The community or social environment that tends to be apathetic and does not care about the surrounding environment can cause rampant drug abuse among workers. In anticipating the circulation and abuse of narcotics among the business world, which of course will result in a less conducive work environment and can even result in work accidents in the company, it is necessary to work on anti-drug campaigns in the work environment and implement the anti-drug pledge as a form of joint commitment to create a good and healthy work environment so that the company's targeted productivity is achieved.

2. METHOD

The implementation methods in the prevention of narcotics abuse to workers in the company are as follows:

- a) Counseling to workers about the dangers of using narcotics in the business world, especially in the Company.
- b) Counseling and education about the Campaign in an effort to supervise and control the circulation of narcotics among workers in the Company.
- c) Negotiations for an agreement to include a ban on the use of narcotics in the Company's Regulations or Collective Labor Agreements to be classified as a serious mistake.
- d) Socialization about the impact and sanctions for workers who use narcotics in the Company

3. RESULT AND DISCUSSION

Prevention of narcotics abuse in the business world/company environment which is currently rampant and developing can be pursued through various elements of society such as from the Government, Trade Unions, Entrepreneurs, BNN. This is very necessary so that the business environment becomes a healthy and orderly environment and is also the beginning of the prevention of the use of narcotics and is free from the circulation and smuggling of narcotics, because in the business world environment where the work uses a lot of machines as a substitute for humans and routine and monotonous work is accompanied by night shift work plus with the development of information and communication systems that tend to have a negative impact on individuals who are not observant to see the use of social media, the use of narcotics is very much a loophole used by people who only think about their own profits without thinking about the risks.

The strategy and policy of all elements in anticipating the prevention of narcotics abuse need to be implemented comprehensively and in collaboration with all components in the worker environment by campaigning against narcotics in the work environment, because workers and labor unions are at the forefront of realizing a clean work environment from drug abuse in the company as well as having deterrence against narcotics abuse. As a movement carried out in the prevention of narcotics abuse is by:

1. Conducting inspections of workers who enter and leave work in the company and especially on workers who enter the night shift by the Company Security Guard who is on guard at that time. The conduct of inspections on workers who want to go to work every shift without exception will anticipate the use of narcotics and even the occurrence of illicit circulation of narcotics in the company. This can also happen if it does not start from the worker environment.



Figure 1. Night Shift Employee Inspection

2. Socialize about the dangers of using narcotics at work which can cause work accidents.



Figure 2. Socialize dangers of using narcotics

The need for education and counseling to the Trade Union or Workers is dangerous if using narcotics at work and the consequences that can arise from the consumption of narcotics in the short and long term. There are many examples that have occurred as a result of consuming narcotics, especially during the Covid 19 outbreak in the past, many workers consumed fatal to death. It is necessary that every meeting that has been scheduled by the Trade Union in the Company is always reminded and warned about the spread of narcotics, especially about drugs that spread very quickly among young people.

3. In anticipation of preventing the circulation of narcotics in the company, each company has a Company Regulation (PP) prepared by the Employer or a Collective Labor Agreement (PKB) which is an agreement between the Employer and the Labor Union or the Workers' representative jointly agrees to include a prohibition on the use of narcotics in the company. Including regulations on narcotics abuse in the Business World/Companies to be included in PP/PKB is also classified as a serious mistake so that workers are deterred and do not use narcotics and this is in anticipation of incidents that result in work accidents. But of all that, of course, no less important in accepting workers, of course, there must be requirements that declare drug-free from related agencies such as the Health Office.



Figure 3. PKB Negotiations within the Company

4. Socialization about the prohibition of the use of narcotics as stated in the Code of Conduct in the Work Agreement (PP), Collective Labor Agreement (PKB) in the context of preventing drug abuse in the company.



Figure 4. Socialization of PP/PKB

By understanding each other's Company Regulations or Collective Labor Agreements within the Company, the work environment will be a healthy and conducive environment.

4. CONCLUSION

Prevention of narcotics use in the business world there are several things that can be applied in the business world, namely:

1. For the Prevention of Narcotics Abuse in the company, it is necessary to include the prohibition of the use of narcotics in the company's regulations or in the Collective Labor Agreement agreed upon by the representative of the Worker or the Labor Union in the company to create a healthy working environment.
2. Efforts to anticipate drug-free workers before becoming employees by showing a drug-free letter from an authorized agency, such as the Health Office, Hospital.
3. Routinely hold anti-drug or narcotics campaigns to workers in order to prevent the use and even circulation and be responsive to the environment in an effort to prevent the illicit distribution of drugs in the business world. Discipline in entering the business/industrial environment by inspecting/tightening workers when entering work.

4. Putting up slogans in the business world/company environment that contains the war on drugs.

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