



## Occupational health services as an effort to increase the health of workers at PT Petrokimia Gresik during the covid-19 pandemic

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**ABSTRACT**

The COVID-19 pandemic has caused many changes in the corporate structure, especially in the K3 aspect, one of which is occupational health services. PT. Petrokimia seeks to provide health services to prevent or treat illness among its employees. This research method is called qualitative descriptive research. Primary data were obtained from the K3 Bureau of PT Petrokimia, as well as interviews with the SKK section. The second set of information came from Instagram, YouTube, and the PT. Petrokimia website. The results of health service research at PT Petrokimia during the COVID-19 pandemic consisted of promotive efforts, preventive efforts, provision of PPE plus medical masks for all employees, management of work nutrition and examination of the work environment, curative and rehabilitative efforts, and the provision of occupational health service facilities at PT Petrokimiagesik, which continues to pay attention to the COVID-19 health protocol and provides other facilities. The conclusion is that health services at PT. Petrokimiagesik during the COVID pandemic were still running, and the online system had been implemented and was in accordance with the Regulation of the Minister of Manpower and Transmigration No.03/MEN/1982, except for the procurement of warehouses. To control aspects of employee work nutrition, it is recommended that PT. Petrochemicals provide a canteen for its employees.

**Keywords:** Health service, Pandemi Covid-19, Workers. PT. Petrokimia Gresik



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## INTRODUCTION

Covid-19 pandemic has changed the shape of the world of work as well as many new habits that must be done to avoid the spread of the Covid-19 virus (Prasetya, et al 2021). The existence of social movement restrictions in the era of the Coronavirus Disease 2019 (Covid-19) pandemic caused drastic changes in the industrial world. Government Regulation number 21 of 2020 concerning Large-Scale Social Restrictions in the context of accelerating the handling of Covid-19 has stated that Large-Scale Social Restrictions is carried out, one of which is by closing the workplace. However, it is impossible for the world of work to be subject to restrictions forever, the wheels of the economy must continue to run. Companies are required to change policies regarding their work environment to maintain social distancing (Meilina R and Sardanto, 2020). This also applies to the company's OHS aspects, especially occupational health services, where there have been changes in their implementation before the COVID-19 pandemic and during the COVID-19 pandemic.

Considering the importance of the health of workers who affect work productivity optimally, during the COVID-19 pandemic, it is necessary to carry out efforts to protect workers in the form of providing health services in the company. The scope of occupational health services is contained in the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia No.03/MEN/1982 which includes promotive, preventive, kurative and rehabilitative efforts. In addition, the Decree of the Minister of Manpower of the Republic of Indonesia No. 03/MEN/1982 also contains the purpose of health services, namely to provide assistance to workers in adjusting both physically and mentally, protecting workers against health problems that arise from work, improving body health, condition mental and physical abilities of workers, treatment and care and rehabilitation for workers who are sick.

PT. Petrokimia Gresik is a fertilizer producer whose main raw material cannot be separated from chemicals that can interfere with health. There is a fairly large risk of danger at PT. Petrokimia Gresik, among others: fire, explosion, skin irritation, gas poisoning and chronic effects that can interfere with health and coupled with the condition of the covid-19 pandemic. PT. Petrokimia Gresik in February 2022 has a total workforce of 2.019 employees, of course all existing employees are at risk of contracting the disease work both shift and non - shift employees shifts . To overcome this, PT. Petrokimia has made efforts to provide health services with the aim of preventing or treating its employees. In accordance with the statutory obligations in Indonesia, the Regulation of the Minister of Manpower and Transmigration No. Per.03/Men/1982 concerning Occupational Health Services, the implementation of occupational health in Indonesia is comprehensive which includes promotive and preventive efforts as well as curative and rehabilitative efforts. leave from Thing the so This article will discuss "Occupational Health Services as an Effort to Improve the Health Degree of Workers at PT. Petrochemical Gresik during the Covid-19 Pandemic"

## RESEARCH METHODS

This research is a qualitative descriptive research. This research was conducted on February 1 to March 31, 2022. The data used are primary data and secondary data . Primary data obtained through the OHS Bureau of PT. Petrokimia Gresik and interviews with the Occupational Health System. Secondary data was obtained from Instagram @safety\_petrokimiagresik, youtube @PT Petrokimia Gresik and the website of PT. Gresik Petrochemicals.

## RESULT AND DISCUSSION

PT. Petrokimia Gresik is one of the most comprehensive fertilizer companies in Indonesia and is a State-Owned Enterprise engaged in the production of fertilizers, chemicals and other services such as construction, engineering, education and training, and others. Therefore, there are not a few potential hazards that can result in Occupational Diseases (PAK) and health problems for workers which can threaten the lives of workers at any time, especially during the current COVID-19 pandemic.

Occupational health is the most important issue in achieving high productivity. Therefore, PT. Petrokimia Gresik during the COVID-19 pandemic continues to provide health service efforts for its employees, including: Effort promotive , preventive, curative, and rehabilitative, which is certainly different when compared to before the COVID- 19 pandemic. The following is an explanation of each health service effort organized by PT. Petrokimia Gresik during the covid- 19 pandemic:

### **Promotive Effort at PT. Petrokimia Gresik during the Covid-19 Pandemic** *Health Counseling*

Based on the results of the Medical Check Up at PT. Petrokimia Gresik, the most disease experienced by employees is blood fat, which is as much as 81%. However , the occupational health education activity during the COVID-19 pandemic carried out by PT. Gresik petrochemical currently focuses more on health education regarding Covid-19 . Health education activities during the COVID-19 pandemic are carried out online ( online) . The media used in the delivery of health education materials include posters, animated videos and the implementation of webinars. Meanwhile, the platforms used include: Zoom Meeting, Instagram, Website PT. Petrokimia (petrokimia- gresik.com), youtube (Petrokimia Gresik) etc.

It can be concluded that during the pandemic PT. Petrokimia Gresik continues to conduct health education online and is in accordance with the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia No. Per-03/MEN/1982 regarding Service Health Power Work chapter 2 letter (h) it reads: "Health education for workers ..." as well as the topic of health education is also in accordance with the Indonesian Ministry of Manpower and Manpower Decree No. HK.01.07/Menkes/328/2020 concerning

Guidelines for the Prevention and Control of Corona Virus Disease 2019 (covid-19) in Office and Industrial Workplaces in Supporting Business Continuity in a Pandemic Situation point Chapter II point (c) on Socialization and Education of workers regarding Covid-19. However, it would be better if the occupational health education also raised the theme of the highest results of worker complaints at the MCU.

### **Petro Virtual Sport**

In line with the conditions of the covid-19 pandemic where it is not allowed to gather many people in one room, so that its employees can still do sports, the OHS Department makes an effort, namely "30 Minutes of Sports Towards a Healthy Lifestyle" through the "Petro Virtual Sport - Walk-in" activity. Run-Bike" which is connected with online Application . This activity consists of WALK (walking) for a minimum of 2 (two) kilometers, RUN (running) for a minimum of 3 (three) kilometers, and/or BIKE (cycling) for a minimum of 7 (seven) kilometers. Each participant is required to do one of these activities with a minimum of 2 (two) exercises a week and recorded with the STAVA application at the time and place according to the wishes of the participants.

Participants who do the most sports and meet the requirements will get a reward. In addition, to increase the spirit of sports and increase the healthy life of employees, this PVS also held a challenge . Employees who are successful and able to complete the given challenge will be announced via Instagram @safety\_petrokimiagresik to get rewards. Challenge held by PT. Petrokimia through Petro Virtual Sport Efforts include shape your body for workers who can lose weight, best photos and videos.

It can be concluded that during the covid-19 pandemic PT. Petrokimia Gresik continues to make efforts to provide promotive health services, namely joint sports that are carried out online through the Petro virtual sport , so it can be said that PG has made health service efforts with the aim of improving body health, mental (spiritual) condition and the physical abilities of the workforce are in accordance with with the Regulation of the Minister of Manpower and Transmigration RI No. Per-03/MEN/1982 article 1 point a paragraph (3).

### **Preventive Effort at PT. Petrokimia Gresik during the Covid-19 Pandemic Worker Health Check**

Health checkup at PT. Petrokimia Gresik itself consists of initial , periodic, special and general health checks where at the initial health checks of workers during the Covid-19 pandemic at PT. Petrokimia Gresik is carried out with due regard to health protocols. The number of workers per day for health checks is limited in accordance with existing regulations. In addition, the COVID-19 vaccination as well as a negative Covid-19 letter are requirements before carrying out the initial health check for workers.

There is no change in the implementation of periodic health checks during the covid-19 pandemic from before the pandemic, which is both carried out once a year for employees and every two years for families. However, there is a limitation on the number of employees on the implementation of periodic health checks per day. Calls for periodic health checks are also no longer through invitations in the form of hardfiles but have been replaced with calls through the HCM website of PT. Petrokimia Gresik with rotating scheduling throughout the year assuming that the last one is finished, the first time for check-up again. In addition, the results of periodic health checks will also be sent online through the website.

For special health checks during the covid-19 pandemic, special health checks are still running while carrying out health protocols and negative evidence of PCR swab examinations. The implementation of this health check is carried out only for workers who during the periodic health examination are suspected of having an abnormality. In addition, this health check is carried out on workers who have certain occupational risks, for example workers at the Phosphoric Acid Plant III at PT. Petrokimia Gresik will carry out a special inspection of the new function because at Plant III Phosphoric Acid during HIRADC by the Petrokimia Gresik OHS team there is a risk of danger at the extreme level, namely exposure to rock phosphate dust. In addition to special services for workers who during the periodic inspection period there are diseases or disorders, there is separate counseling which is included in the PHS (Healthy Life Support) Efforts.

During the COVID-19 pandemic, general health checks are still running according to health protocols. So that it can be concluded that the health examination of employees at PT. Petrokimia Gresik includes initial health checks, periodic health checks, special health checks during the covid-19 pandemic, but there is a limit on the number of employees at each inspection per day. In addition, the summons for the examination and the results of the health examination which previously were in the form of a hardfile (invitation) are now being replaced online, namely through the HCM Web. At the initial health check, employees have additional requirements, namely they must carry out a covid-19 vaccination and attach a negative COVID-19 letter. So that the health checks of employees at PT.

Petrokimia Gresik has complied with the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia No. Per-03/MEN/1982 concerning Manpower Health Services article 2 letter (a). Health checks carried out at PT. Petrokimia Gresik has also complied with Regulation Minister Power Work and Transmigration No.Per 02/MEN/1980 concerning Workforce Health and Safety Examination in the Implementation of Occupational Safety.

### **Provision of PPE**

Provision of PPE to employees of PT. Petrokimia Gresik has been adapted to the type of work and potential hazards which there is in environment work, PPE given to employees for free. PPE can be exchanged at the PPE exchange if it is deemed damaged. During the COVID-19 pandemic, additional PPE was provided for employees to avoid transmigratiomission of the COVID-19 virus, namely medical masks. The regulation that workers are required to wear PPE has been stated in the PT. Petrokimia Gresik, it is intended that employees always wear the PPE that has been provided. For workers who violate these regulations will received sanctions as stated in the employee discipline book of PT. Gresik Petrochemical the.

The provision of free personal protective equipment is appropriate with Rules Minister Power Work and Transmigration No. 01/MEN/1981 chapter 4 paragraph 3 that is administrator must provide for free all PPE that is required to be used by workers under their leadership to prevent PAK. In addition, it is also in accordance with the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia No. Per- 01/MEN/1981 article 4 paragraph 3 because the purpose of providing PPE for free is as an effort to prevent disease caused work.

In order for the provision of free PPE to be more efficient and not violated by the workforce, a regulation is made for employees which in inside also loaded about usage PPE on the spot work, as well as penalty or punishment when violate regulation to implement the Regulation of the Minister of Manpower and Transmigration No. 01/MEN/1981 article 5 paragraph 2, that is, workers must wear personal protective equipment.

### **Work Nutrition Management**

In terms of work nutrition in the period before the covid-19 pandemic and during the covid-19 pandemic at PT. Petrokimia Gresik itself still does not provide a canteen for its employees because the majority of the employees' homes are close to the company so that when they rest/come home from work, PT. Petrokimia Gresik chose to go home. Therefore, in terms of work nutrition, the company replaces it with a meal allowance in the form of: money to all employees . During the COVID-19 pandemic, there was also the provision of additional vitamin intake for employees given by company doctors tailored to the needs of employees.

This is not in accordance with the Circular of the Minister of Manpower and Transmigration No. : SE.01/MEN/1979 concerning the Procurement of Canteens and Dining Rooms that the Government in this case the Ministry of Manpower and Transmigration take wisdom for recommend to:

- i. All companies that employ workers between 50 and 200 people, in order to provide a room/dining area in the company concerned.
- ii. All companies that employ more than 200 workers, so that provide canteen in company which concerned.

In addition, in the provision of nutrition for employees of PT. Petrokimia Gresik does not comply with the Regulation of the Minister of Manpower and Transmigration RI No. Per-03/MEN/1982 concerning Manpower Health Services article 2 letter (i) “ .... the provision of food in the workplace.”

### **Work Environment Check**

As an effort to protect workers at PT. Petrochemical Gresik, during the COVID-19 pandemic, regular monitoring and evaluation of the results of the work environment inspection includes several stages of activities , including Anticipation , Recognition , Evaluation and Control . The work environment inspection includes environmental monitoring which is carried out routinely once a year, in addition there is non-routine monitoring carried out according to the unit's request . work.

Parameters of inspection of the work environment during the Covid-19 pandemic at PT. Petrochemicals include : physical factor ( noise, work climate, vibration, lighting ), factor chemical (dust and gas), factor biology (air microorganisms (pathogenic germs), psychological factors and physiological actors . The measurement results are submitted to the unit concerned, if there are deviations from the measurement results, recommendations will be given and a follow-up evaluation will be carried out on the recommendations that have been submitted .

It can be concluded that during the covid 19 pandemic PT. Petrochemicals continue to carry out inspections environment work which includes physical factors, chemical factors, biological factors , physiological factors, and psychological factors as an effort to protect workers from potential hazards in the work environment. Per- 03/MEN/1982 challenge Service Health Power Work chapter 2 letter c which reads coaching and supervision of the work environment.

### **Kurative Effort at PT. Petrokimia Gresik during the Covid-19 Pandemic Provision of a first aid kit in the work environment**

The Covid-19 pandemic has not changed the composition and placement of the first aid kit at PT. Gresik Petrochemicals. First aid kit at PT. Petrokimia Gresik is located in all work units, there are approximately 500 first aid kits scattered throughout the factory, which are placed in strategic places so that the workforce work which need anytime could direct take. The contents in the first aid kit contain drugs and first aid kits which include 22 items.

It can be concluded that the provision of first aid kits during the covid-19 pandemic and before the covid-19 pandemic has not changed and is in accordance with the regulations Minister Power Work and Transmigration Republic Indonesia No: Per-15/MEN/VIII/2008 About Help First On Accident in the Workplace article 8 paragraph 1 and the contents of the first aid box are appropriate with Regulation Minister Power Work and Transmigration Republic of Indonesia No:Per-15/MEN/VIII/2008 concerning First Aid in Accidents at Work Article 10 annex II.

### **Health Service Facilities at PT. Gresik Petrochemical**

Health service facilities during the covid- 19 pandemic provided by PT. Petrokimia Gresik to employees, including:

#### **a. Polyclinic**

During the COVID-19 pandemic, PT Petrokimia Gresik continued to provide health services at the polyclinic located on Jl. General Ahmad Yani No. 09 & 11, Ngipik, Gresik

where there is a difference from before the pandemic, namely workers who come must register first through the WA admin at the polyclinic, this aims to limit the number of workers who seek treatment. This polyclinic is a collaboration with the Petrokimia Gresik Hospital, so that all facilities in the polyclinic have become the responsibility of the Petrokimia Gresik Hospital. The medical equipment in the polyclinic is an examination bed , a buffer for the infusion site along with oxygen cylinders, a list of employees who check, sphygmomanometer, stethoscope, alcohol, drug red, sink, fire extinguisher, table work doctor, equipment medical, drugstore, and others etc.

The provision of a polyclinic at the company during the covid-19 pandemic is in accordance with the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia No. Per-03/MEN/1982 article 3(2) concerning Manpower Health Services which states that " Managers are obliged to provide Occupational Health Services in accordance with advances in science and technology". And it is in accordance with the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia No: Per-15/MEN/viii/2008 concerning First Aid in Accidents at Work Article 9 .

In addition, in providing health services, the polyclinic reports the number of work accidents and so on periodically every 1 month, this is in accordance with the Regulation of the Minister of Manpower and Transmigration No. 03/MEN/1982 concerning Health Services Work chapter 7 paragraph 1 which sounds " Manager must submit reports on the implementation of health services to Director".

#### **b. Power Health**

During the covid-19 pandemic, PT. Petrokimia Gresik has increased the number of health workers in the polyclinic , including doctors and paramedics whose duty is to assist doctors in serving patients and to record or record visiting patients. In addition to doctors who have been provided by the

hospital to work in the polyclinic, PT. Petrokimia Gresik also has a company doctor who stands by in the room. The company doctor has a certificate of Hyperkes in addition to that there are also paramedics who are also competent in the field of hyperkes and already have a certificate of hyperkes training.

From the description above, it can be seen that the company doctor at PT. Petrokimia Gresik already follows Hygiene training Company Health and Safety Work which evidenced by a certificate of Hyperkes. This is in accordance with Ministerial Regulation

Power Work Transmigration and Cooperative No. Per-01/MEN/1976 concerning Obligation of Hyperkes Training for Company Doctors, in article 1. Besides that, PT. Petrochemical also has paramedics who have followed training hyper health and already own certificate hyperkes, this is in accordance with the Regulation of the Minister of Manpower and Transmigration No. Per-01/MEN/1979 concerning Obligations of Corporate Hygiene, Occupational Health and Safety Practices for Paramedical Workers Company article 4 paragraph (1) and (2)

#### **c. Tool transmigrationportation**

The means of transmigrationportation provided by PT. Petrokimia Gresik is an ambulance. The ambulance serves as a means of carrying victims who have an accident or injury and must be taken to the Petrokimia Gresik Hospital. The ambulance contained a stretcher to lift the victim, the victim's bed, and delivery seats and oxygen cylinders.

The procurement of this ambulance is in accordance with the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia No: Per-15/MEN/VIII/2008 concerning First Aid in Accidents at Work Article 11 point (a). stretcher or other means to move the victim to a safe place or refer and point (b). ambulances or vehicles that can be used to transmigrationport victims.

#### **d. Other facilities**

Facility other which provided for employee PT. Gresik Petrochemical is procurement means sport. Procurement Means Sport (SOR) TRI Dharma aims to facilitate employees in improving fitness, in addition to being a means of organizing health service efforts at PT. Gresik Petrochemicals. This sports facility is not only intended for employees and their families of PT. Petrokimia Gresik but also for the general public around PT. Petrokimia Gresik as a form of concern for the surrounding community company. However, during the COVID-19 pandemic, this facility was temporarily closed for the general public to avoid crowds and only PG employees could use this facility.

### **Rehabilitative Effort at PT. Petrokimia Gresik during the Covid-19 Pandemic**

At PT. Petrokimia Gresik itself is carried out by restoring health, physiotherapy, medical rehabilitation to the recommendations given to employees of PT. Petrokimia Gresik during the recovery period after illness. Supporting facilities in rehabilitative efforts are the same as existing facilities in curative efforts, including polyclinics, health workers, transmigrationportation (ambulance), and other facilities (tennis courts, sports halls, etc.).

### **CONCLUSIONS**

The implementation of Occupational Health Services at PT Petrokimia Gresik based on the scope of occupational health to improve the health status of employees during the COVID-19 pandemic includes effort promotive, preventive, curative, and rehabilitative activities where there have been changes from before the COVID-19 pandemic, including the implementation of health counseling and joint sports during the pandemic, but online. In addition, there are restrictions on every health service activity and other requirements such as evidence of a swab test. This is in accordance with the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia No. Per-03/MEN/1982 challenge Service Health Power Work except in terms of procurement of canteens. Suggestions given It is necessary to provide a canteen or dining room that is monitored for sanitation so that the nutritional needs of employees can be monitored properly.

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