

ABSTRAK

PT Sumber Mas Indah Plywood telah menerapkan ISO 9001:2015 dan ISO 14001:2015, namun kedua standar tersebut masih dijalankan secara terpisah dan perusahaan belum menerapkan ISO 45001:2018 secara formal. Kondisi tersebut menyebabkan pengelolaan sistem manajemen belum terintegrasi sehingga diperlukan perancangan manual *Integrated Management System* (IMS) sebagai pedoman penerapan sistem manajemen terpadu. Penelitian ini bertujuan merancang manual IMS ISO 9001:2015, ISO 14001:2015, dan ISO 45001:2018 yang sesuai dengan kondisi dan kebutuhan operasional perusahaan. Penelitian menggunakan GURINDAMS, gap analysis, dan analisis SWOT. Pengumpulan data dilakukan melalui observasi, wawancara, dan analisis dokumen perusahaan. Hasil penilaian GURINDAMS menunjukkan bahwa ISO 9001:2015 dan ISO 14001:2015 berada pada level *quantitatively managed*, sedangkan ISO 45001:2018 berada pada level *managed*. Hasil gap analysis menunjukkan masih terdapat kesenjangan pada aspek pengelolaan K3, audit internal, evaluasi kinerja, dan dokumentasi sistem manajemen. Hasil penelitian berupa rancangan manual IMS berdasarkan *High Level Structure* (HLS) yang mencakup klausul 4 sampai klausul 10, yaitu konteks organisasi, kepemimpinan, perencanaan, dukungan, operasional, evaluasi kinerja, dan peningkatan. Manual IMS yang dirancang dapat digunakan sebagai pedoman integrasi sistem manajemen mutu, lingkungan, dan keselamatan serta kesehatan kerja di PT Sumber Mas Indah Plywood.

Kata kunci: *Integrated Management System*, ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, GURINDAMS, gap analysis

ABSTRACT

PT Sumber Mas Indah Plywood has implemented ISO 9001:2015 and ISO 14001:2015, but the two standards are still run separately and the company has not formally implemented ISO 45001:2018. This condition causes the management of the management system to be unintegrated, so it is necessary to design an Integrated Management System (IMS) manual as a guideline for implementing an integrated management system. This study aims to design an IMS manual for ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 that is appropriate to the company's operational conditions and needs. The study uses GURINDAMS, gap analysis, and SWOT analysis. Data collection was carried out through observation, interviews, and analysis of company documents. The results of the GURINDAMS assessment show that ISO 9001:2015 and ISO 14001:2015 are at the quantitatively managed level, while ISO 45001:2018 is at the managed level. The gap analysis results indicate that there are still gaps in the aspects of OHS management, internal audits, performance evaluation, and management system documentation. The research results are a draft IMS manual based on the High-Level Structure (HLS), which covers clauses 4 to 10, namely organizational context, leadership, planning, support, operations, performance evaluation, and improvement. The designed IMS manual can be used as a guideline for the integration of quality, environmental, and occupational health and safety management systems at PT Sumber Mas Indah Plywood.

Keywords: *Integrated Management System, ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, GURINDAMS, gap analysis*