

SUSTAINABILITY BUSINESS by IMPROVING EMPLOYEE'S PRODUCTIVITY: A CASE STUDY ON PT. MORICH INDO FASHION AT KARANGJATI, SEMARANG REGENCY

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Abstract. *The purpose of this study was to notice and analyze the increase of employee productivity by the approach occupational health and working environment safety in supporting Business Sustainability PT. Morich Indo Fashion. The research method used was quantitative. The population in this study were all employees of PT. Morich Indo Fashion Karangjati Semarang Regency Quality Control section. The sample used was 72 using the proportional random sampling which was carried out randomly without regard to the existing strata in the population. The analysis used in this study was multiple linear regression analysis. The findings of this study as follows the influence of the role of occupational health and safety and work environment significantly on work productivity. This meant that the role of occupational health and safety and the work environment was positive and significant to the work productivity of PT. Morich Indo Fashion. In sum, the sustainability of the company's business became more guaranteed.*

Keywords: *Occupational safety, occupational health, working environment, employee productivity.*

INTRODUCTION

The industrial world is now growing rapidly, including in the country. This certainly has a positive impact on employment. However, today's competitive business creates various ways for companies to increase productivity. One way to do this situation is to increase employee productivity. Ardiansyah & Firdaus, (2020) stated that productivity was the ability to obtain the maximum benefit from the available facilities and infrastructure with optimal output income. Employee productivity very important role for the company is a benchmark for every company in carrying out its business activities both in terms of product quality and quantity. Therefore, the company should pay attention to factors that increase work productivity, such as occupational health safety and work environment (Ardiyani & Nugrahaeni, 2017).

Occupational Health and Safety is a business plan that useful application to prevent the possibility of work accidents and diseases caused by work and the work environment. Occupational safety and health have a goal to be achieved, namely increasing productivity, increasing work efficiency and reducing health costs. Employees who have high levels of physical, mental and social health would be able to work with optimal exertion in order to have well performance and higher productivity (Arilaha, 2019).

A good working environment has an important role in increasing employee's productivity in the company. The working environment may be a motivation for employees to work very well. In general, the working environment includes two parts, namely the physical working environment and the non-physical working environment. The physical working environment is all physical conditions that exist around the workplace affecting employees either directly or indirectly. While the non-physical working environment is all conditions related to working relationships with superiors, subordinates and fellow employees (Elmi, 2018)

Fauziyah , Djaelani, & Slamet,(2018) stated that the working environment was a place to carry out activities and to serve as a source of explanation for employees. For companies, creating well working made its employees to be comfortable and to carry out their operational efficiently and they worked productively.

Hadiyanti & Setiawardani , (2017) mentioned that occupational safety and health affected employee productivity, as well as findings research conducted by (Karmawan & Sudibya, 2020), (Parashakti & Noviyanti , 2021). They investigated the same variables to get information that work motivation, work environment and work experience had a significant effect on work productivity. In contrast, the research by Prabowo, (2018) found that occupational safety and health were negatively related to employee productivity and performance. The reason there was a declining morale of contract workers due to the management did not pay attention to them as an important part of the organization and their safety at work. As well as (Purwanti & Musadieg , 2017) study showed that work motivation, working environment did not significantly affect on work productivity.

At PT. Morich Indo Fashion Karangjati, Semarang Regency, experienced the phenomenon of a lack of optimal work productivity from employees caused the disruption of business continuity. This evidenced. by the fact, its production fluctuation and was up and down by 98.8% (data for quality control, August – December 2021).

LITERATURE REVIEW

1) Occupational health and safety and employee productivity

Occupational health and safety was an effort from the company as a social responsibility to its workers as well as the efforts to ensure the continuity of a company's production activities and to increase employee productivity, so that business continuity can be achieved. Occupational health and safety plays a very important role for employees where employees will feel safe and comfortable in carrying out their activities. Protection to workers from occupational hazards and diseases or from the working environment. A healthy workforce, they worked productively as company's goal.

The several previous studies that showed the influence studies on work productivity such as research conducted by (Suprpto, 2017), and (Wahyuni, Suyadi, & Hartanto, 2018) which resulted in occupational health and safety. positive and significant effected on work productivity. The reseach results found by previous researchers, the proposed hypotheses was: occupational health and safety has a positive and significant effect on employee productivity.

2) The working environment and employee work productivity

Widodo & Prabowo, (2018) argued the working environment was the whole of tools and materials encountered, the surrounding environment in which a person works, work methods, and work arrangements both as individuals and as groups. The working environment was a very crucial and influential part of the operations of a company. The working environment affected on the productivity of the company, because a good and satisfying working environment would certainly improve employee performance. important The company should maintain a stable and conducive working environment as a reason to make employees feel happy and comfortable with their working conditions.

The employees would work as at home working and carry out their activities effectively. If they worked in unconducive environment, it would reduce employees' productivity. The several previous studies which showed an influence on work productivity, such as the research conducted by (Widodo & Prabowo, 2018), and (Arilaha, 2019). Therefor proposed hypotheses include: The working environment has positive and significant effect on employee work productivity.

RESEARCH METHOD

The data used in this study was primary data, collected through a questionnaire conducted for one month, namely March 2022. The research population was all employees of PT. Morich Indo Fashion Karangjati from the Quality Control department, totaling 360 employees. A sample of 72 people was determined based on the slovin formula, the sample took by proportional simple random sampling.

Measurement of variables by using a Likert scale of 1 to 5. Strongly disagree (scale 1) to strongly agree (scale 5). Measurement of work productivity was adopted from (Ardiansyah & Firdaus, 2020), occupational safety and health was adopted from (Fauziyah, Djaelani, & Slamet, 2018), and the working environment (Arilaha, 2019).

The validity and reliability tests as table 1 below:

No	Variables	Indicator	r	Cronbach Alpha
1	Occupational Health and Safety	(X1.1) work protective equipment	0.688	7210,
		(X1.2) Safe Workspace	0.598	
		(X1.3) Use of Work Equipment	0.667	
		(X1.4) Healthy Workspace	0.641	
		(X1.5) Lighting in The Workspace	0.853	
2	The working environment	(X2.1) Lighting	0.804	0,895
		(X2.2) Air Temperature	0.936	
		(X2.3) Noise	0.848	
		(X2.4) Wiggle Room	0.756	
		(X2.5) Working Relationship	0.842	
3	Work productivity	(Y.1) Ability	0.784	0,841
		(Y.2) Morale	0.698	
		(Y.3) Self Development	0.886	
		(Y.4) Quality	0.663	
		(Y.5) Efficiency	0.884	

Source: Processed primary data, 2022

Validity test results showed that all indicators used to measure the variables used in this study have a correlation coefficient were greater than r table of 0.226. While the results of the reliability test indicate that all variables have a fairly large Alpha coefficient, which is above 0.70, the items of each variable were feasible to be used.

FINDING AND DISCUSSION

Description of the demographic identity of respondents from 72 respondents, seen from their gender, most of them are 65 people (90.30%) are female, with an age range, most (47.2%) are in the age range between 31 to 40 years. Educational background of the majority of respondents was 83.3% of high school or vocational school. This meant that work in the garment sector is more in demand by women. Generally, women have sawing skill, patience, and dominated by respondents in productive age. Having a fairly high educational background and on average they have been worked more than 3 years.

Occupational health and safety approach and working environment, seen from the results of the descriptive analysis, showed occupational health and safety approach (89%) and working environment (87%) respondents stated agree with occupational health and safety and working environment in the company. Only 7 respondents (9.7%) disagreed about personal protective equipment and the work space having an unsafe distance from machines or sources of danger in the workplace. 9 respondents (12.5%) disagreed about the temperature conditions and there was still noisy in the workspace making uncomfortable at work.

The equation model as follows:

Table 2. Regression analysis

Variable influence	Coeff	t	Sig.
(Constant)	9.233	7.630	.000
Occupational Health and Safety (X1) → Y	0,278	3.709	.000
The work environment (X2) → Y	0,297	4.372	.000

Dependent Variable: Work Productivity

Effect of occupational health and safety on productivity, showed the t-value of 3.709 with a significance of 0.000. The significance value of the results was less than 0.05, hypothesis 1 in this study was accepted, which meant that occupational health and safety has a significant positive effect on employee productivity. The well occupational health and safety implemented by the company would improve employee productivity.

The effect of working environment on work productivity showed the t-value of 4.372 with a significance of 0.000. The significance value of the results was less than 0.05, hypothesis 2 in this study is accepted, which meant that the working environment has a significant positive effect on employee work productivity. The employee's perception to existing environment in the company would increase employee work productivity, and conversely a perception of the poor working environment would reduce employee work productivity.

The coefficient of determination (R^2), of 0.519, which meant that 52% of the variation in employee productivity could be explained by the independent variables of occupational health and safety and the working environment.

Discussion

The results of this study supported several previous studies that the effect of occupational safety and health on work productivity, for example the research of (Ardiansyah & Firdaus, 2020), and (Fauziyah, Djaelani, & Slamet, 2018). Occupational accidents or illnesses were very expensive and the accidents have many serious direct and indirect impacts both on the lives of workers, their families and also on the financial status of the company.

The cost of an accident or occupational disease for the company would be very large. For companies, the negative impacts of the poor implementation of occupational health benefits include, for example, medical costs and compensation; repair or replacement of damaged machinery and equipment; reduction or temporary cessation of production; it was possible decreasing in the quality of work. Consequently, occupational safety and health hazards, such as accidents and ill health, badly impacted not only on the company but also individual workers as well as their families and social networks.

This study results supported several previous studies that showed an influence on work productivity such as research conducted by (Wahyuni, Suyadi, & Hartanto, 2018), and (Widodo & Prabowo, 2018). At work, employees would have focused on the quality of work and company's goals. A positive, inclusive and rewarding working environment inspired employees to do the best. This encourages positive would change employee attitudes, and the overall impact as it has been seen in a very positive company culture. A good working environment resulted in reduced absenteeism. Employee absenteeism was a major hurdle in the productivity flow of individuals and the company as a whole. A working environment where employees were valued, empowered, and given the

freedom to be creative, and innovative became a part of the company culture (Karmawan & Sudibya, 2020).

CONCLUSION AND RECOMMENDATION

The results of the data analysis and discussion above, both occupational health and safety and the working environment have a positive and significant influence on employee productivity. This meant that if employees should have a guarantee of occupational health and safety and the working environment, they would have encouragement to create work productivity and ultimately business continuity would be achieved.

Business sustainability through the occupational health and safety and the working environment approach would be able to increase productivity, if supported by the company's management with strict regulations relating to occupational health and safety and the working environment that must be obeyed by the workforce, by implementing sanctions for violations and providing personal protective equipment and paying more attention to space, such as distance. machine work space or source of workplace hazards, temperature, noise in the workspace, which causes employees to feel uncomfortable at work.

The limitations of this study are: (1). This research was only conducted on one company, so the results of this study cannot be generalized, (2). This study was only conducted in a short time so it is possible that respondents' responses may change in the future, (3) The study used a cross-sectional design, data was collected from employees, which limited the ability of researchers to claim causal effects and it was difficult to establish causal relationships, effect using a cross-sectional study, because it represents only a one-time measurement of the alleged cause and effect. and (4). Future researchers are advised to use longitudinal research methods to see changes in respondents' attitudes over a long period of time or adopt the latest methodologies for research thus through existing research studies to introduce and apply better analyzes for example productivity measures presented with real results obtained each employee.

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