

The Influence of Occupational Safety and Occupational Health On the Performance of Production Employees at AT PT. Musaya Kreasindo

Yudi Kristanto

Pertiwi University, Indonesia

Email: yudi.kristanto@pertiwi.ac.id

Pupung Purnamasari

Pertiwi University, Indonesia

Email: pupung.purnamasari@pertiwi.ac.id

ABSTRACT

This research is the result of a survey at PT Musaya Kreasindo which produces. The purpose of this study was to determine the effect of Occupational Safety and Health on Production Employee Performance at PT Musaya Kreasindo on 50 employees as a sample. The research method used is quantitative with associative techniques. The research objectives want about the influence between Occupational Safety on Employee Performance, the influence between Occupational Health on Employee Performance, and the influence between Occupational Safety and Health together on Employee Performance. The results showed that there was an influence between Occupational Safety and Occupational Health together on Employee Performance as indicated by the results of the multiple linear regression equation, namely $Y' = 23.64 + 0.74 X_1 + 0.26 X_2$. The results of this study are expected to contribute thoughts to PT Musaya Kreasindo to pay more attention to employee safety and health in order to improve employee performance.

Keywords: Occupational Safety, Occupational Health, Performance

1. INTRODUCTION

The guarantee of company success is mostly determined by the quality of human resources. Production factors in the company such as capital, machinery, and materials can be useful if they have been processed by human resources. Human resources as labor cannot be separated from problems related to their safety and health while working. HR is one of the most important assets in the company, which must be protected. Without the role of human resources, activities in the company will not run smoothly.

Occupational Safety and Health is a program made by workers and employers to prevent accidents and occupational diseases by recognizing things that have the potential to cause accidents and occupational diseases or anticipatory actions if accidents and occupational diseases occur. The purpose of creating an OHS program is to reduce company costs in the

event of a work-related accident. Occupational health and safety is closely related to efforts to prevent accidents and occupational diseases and has the scope of creating a safe, healthy, efficient and productive work environment.

Mangkunegara (2013: 161) defines Occupational Safety and Health as follows, "Occupational Safety and Health contains two notions, namely occupational safety and occupational health. Where work safety is a condition that is safe or safe from suffering, damage or loss in the workplace. While occupational health is a condition that is free of physical, mental, emotional, or pain disorders caused by the work environment".

A good company is a company that really takes care of the safety and health of its employees. A healthy and safe workforce at work affects its maximum performance for the company, so that with the increased performance of employees, the goals of the company can be achieved. Occupational safety and health is part of HR maintenance. Work safety needs to be considered to improve work results. However, employee health problems are no less important because this greatly affects whether or not employees are healthy in carrying out their work. If the company pays attention to these two things, it will be able to improve employee performance in producing goods in accordance with the company's goals and objectives.

Occupational health and safety will ultimately affect a person's performance because healthy employees can certainly indirectly affect their performance, with a healthy body of course employees will be able to do their work. The company must strive for an increase in the work of all employees which aims to compete with the company. Employee performance is an important aspect in a company. This will determine the back and forth of a company. If the employees perform poorly, what happens is the decline of the company, this can also apply vice versa if the employees have good performance, what happens is positive progress for the company.

Based on the results of observations and interviews conducted in the field, there is a phenomenon of problems that occur regarding Occupational Safety and Health, namely in the clinic at the company there is no doctor or nurse who should be available in the event of a work accident so that employees can be quickly treated, the gloves provided by the company are only replaced once a week and every day are washed regularly to be used the next day. the results of an interview with one of the employees that "employees complain that if they are sick or have a work accident not all treatment costs are covered by BPJS insurance, employees expect insurance to be able to cover all treatment costs when sick, besides that the average employee rarely uses BPJS insurance when seeking treatment because of different drugs".

The phenomenon of OSH problems: from 2018 to 2020 the number of doctors in the clinic was 0, in 2018 there was 1 phenomenon of OSH problems short circuiting the machine table and exposed to employees, in 2019 there was 1 phenomenon of OSH problems leaking gas lighters for injection molding machines.

As a result of the phenomenon of problems regarding Occupational Safety and Health, there is a phenomenon of problems regarding Employee Performance. The phenomenon of the Employee Performance problem is that workers will not be able to achieve targets if every worker has an accident which will hinder the work process and reduce the results or achievements that must be met by employees. The more employees who have accidents will reduce the number of employees who have to work to meet the target, causing a labor shortage and having an effect on reducing target achievement.

2. THEORETICAL FOUNDATION

2.1 Occupational Safety

Occupational Safety and Health is a program made by workers and employers to prevent accidents and occupational diseases by recognizing things that have the potential to cause accidents and occupational diseases or anticipatory actions if accidents and occupational diseases occur. Safety risks are aspects of the work environment that can cause fires, bruises, sprains, fractures, visual and hearing impairments.

2.2 Occupational Health

The purpose of creating an OHS program is to reduce company costs in the event of a work-related accident. Occupational health and safety is closely related to efforts to prevent accidents and occupational diseases and has a range of creating a safe, healthy, efficient and productive work environment. These accidents usually occur due to contact with a substance or energy source. Below is a definition of Occupational Health submitted by several experts:

2.3 Occupational Performance

Occupational health and safety will ultimately affect a person's performance because healthy employees can certainly indirectly affect their performance, with a healthy body, of course employees will be able to do their job. Cashmere (2016: 182). The company must strive for an increase in the work of all employees which aims to compete with companies. employee performance is an important aspect in a company.

3. RESEARCH METHODOLOGY

3.1 Associative Research

According to Sugiyono (2017: 37) "Associative research is research that aims to determine the effect or relationship between two or more variables". This research has the highest level compared to descriptive and comparative because with this research a theory can be built that can serve to explain, predict and control a symptom.

3.2 Associative Research Objectives

The purpose of associative research is to determine the effect of Occupational Safety on Employee Performance at PT Musaya Kreasindo, the effect of Occupational Health on Employee Performance at PT Musaya Kreasindo, and the effect of Occupational Safety and Occupational Health together on Employee Performance at PT Musaya Kreasindo. So it can be concluded by using associative research, the authors get answers to problem formulations number four, five, and six. The design that the author uses in this research is the quantitative analysis method.

3.3 Positivism philosophy research

Research methods based on the philosophy of positivism, used to research on certain populations or samples. Sampling techniques are generally carried out randomly, data collection using research instruments, data analysis is quantitative / statistical with the aim of testing predetermined hypotheses.

Researchers conducted this research at PT Musaya Kreasindo. This research was conducted from October 2020 to January 2020. This study consists of two variables, namely variable X1 (Occupational Safety), variable X2 (Occupational Health) and variable Y (Employee Performance).

4. RESULTS AND DISCUSSION

Based on the calculation results shown in table 4.23, the correlation coefficient is $r = 0.711$ and the coefficient of determination is $R = r^2 = 0.506$. Significance testing of the correlation obtained $t_{count} (7.012) > t_{table} (2.008)$ at $\alpha = 0.05$, indicating that the correlation coefficient is significant. Thus, the research hypothesis which states that there is a relationship between Work Safety and Employee Performance can be accepted. This means that the better a person's Work Safety will be followed by high Employee Performance. Meanwhile, the coefficient of determination of 0.506 indicates that 50.6% of variations in Employee Performance can be explained by variations in Work Safety, the remaining 49.4% is determined by other factors.

Based on the calculation results shown in table 4.24, the correlation coefficient is $r = 0.571$ and the coefficient of determination is $R = r^2 = 0.326$. Significance testing of the correlation obtained $t_{count} (4.820) > t_{table} (2.008)$ at $\alpha = 0.05$, indicating that the correlation coefficient is significant. Thus, the research hypothesis which states that there is a relationship between Occupational Health and Employee Performance can be accepted. This means that the better a person's Occupational Health will be followed by high Employee Performance. Meanwhile, the coefficient of determination of 0.326 shows that 32.6% of variations in Employee Performance can be explained by variations in Occupational Health, the remaining 67.4% is determined by other factors.

Based on the calculation results shown in table 4.25, the correlation coefficient is $r = 0.740$ and the coefficient of determination is $R = r^2 = 0.547$. Significance testing of the correlation obtained $F_{hitung} (28405) > F_{tabel} (3.20)$ at $\alpha = 0.05$, indicating that the correlation coefficient is significant. Thus, the research hypothesis which states that there is a relationship between Occupational Safety and Health and Employee Performance can be accepted. This means that the better a person's Occupational Safety and Health will be followed by high employee performance. Meanwhile, the coefficient of determination of 0.547 indicates that 54.7% of variations in Employee Performance can be explained by variations in Occupational Health, the remaining 45.3% is determined by other factors.

Table 4.1 Output of SPSS Calculation Results Correlation test X1, X2 to Y

		Work Safety	Occupational Health	Employee Performance
Work Safety	Pearson	1	,568"	,711"
	Correlation		,000	,000
	Sig (2-tailed)			
Occupational Health	N	50	50	50
	Pearson	,568"	1	,571"
	Correlation	,000		,000
Employee Performance	Sig (2-tailed)			
	N	50	50	50
	Pearson	,711"	,571"	1
	Correlation	,000	,000	
	Sig (2-tailed)			
	N	50	50	50

Correlations is Significant at the 0,01 level (2-tailed)

Based on the results of the data analysis above, empirical evidence is obtained that shows a relationship between Occupational Safety and Health and Employee Performance. In other words, the better Occupational Safety, and Occupational Health will improve Employee Performance. Thus, empirically it can be said that one of the efforts to improve Employee Performance is done by improving Occupational Safety and Health.

Based on the test results, the regression equation $\hat{Y} = 25.43 + 0.92X$, and also $\hat{Y} = 47.01 + 0.61X$ can be used to explain the form of a linear relationship between Occupational Safety, and Occupational Health with Employee Performance. This relationship shows that there is a direction of change between Occupational Safety, and Occupational Health and Employee Performance trends as a result of then the relationship can be described in the form of a line graph as in The regression equation $Y = 25.432 + 0.923X$ shows that if Occupational Safety and Employee Performance are measured by the instrument used in this study, then each increase of one unit of Occupational Safety score will be followed by an increase in Employee Performance score of 25.432 with a constant of 0.923.

The regression equation $Y = 47.018 + 0.610X$ shows that if Occupational Health and Employee Performance are measured by the instruments used in this study, then each increase of one unit of Occupational Health score will be followed by an increase in Employee Performance score of 47.018 with a constant of 0.610.

5. CONCLUSION

Based on the research findings and discussion previously stated, the following conclusions are obtained:

- a. There is an influence between Occupational Safety on Employee Performance at PT Musaya Kreasindo because the calculated t value (7.012) is greater than the t table value (2.008) so that H_1 is accepted and the calculated t value lies in the H_0 rejection area or H_1 is accepted. Then Work Safety has a strong positive influence (r value of 0.668) and has an influence contribution of 50.6% to the Employee Performance of PT Musaya Kreasindo. While the remaining 49.4% is influenced by other factors. In addition, it is also known that the regression equation that can be used to predict the Employee Performance variable through the Work Safety variable is $Y' = 25.432 + 0.923 X_1$.
- b. There is an influence between Occupational Health on Employee Performance at PT Musaya Kreasindo because the calculated t value (4.820) is greater than the t table value (2.008) so that H_1 is accepted, and the calculated t value is located in the H_0 rejection area or H_1 is accepted. Then Occupational Health has a moderate positive influence (r value of 0.571) and has an influence contribution of 32.6% to the Employee Performance of PT Musaya Kreasindo. While the remaining 67.4% is influenced by other factors. In addition, it is also known that the regression equation that can be used to predict the Employee Performance variable through the Occupational Health variable is $Y' = 47.018 + 0.610 X_2$.
- c. There is an influence between Occupational Safety and Occupational Health together on Employee Performance at PT Musaya Kreasindo because the calculated F value (28.405) is greater than the F table value (3.20) so that H_1 is accepted, and the calculated F value is located in the H_0 rejection area or H_1 is accepted. Then Occupational Safety and Occupational Health together have a strong positive influence

(r value of 0.740) and have an influence contribution of 54.7% to the Performance of Employees of PT Musaya Kreasindo. While the remaining 45.2% is influenced by other factors. In addition, it is also known that the regression equation that can be used to predict Employee Performance variables through Occupational Safety and Occupational Health variables together is $Y' = 23.64 + 0.74 X_1 + 0.26 X_2$.

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