

The Effect of Training and the Implementation of Occupational Health and Safety Systems on Employee Productivity of PT. PP. London Sumatra Indonesia Tbk Branch Office Medan

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ABSTRACT

The aim of this research was to determine the influence of training and occupational health and safety (OHS) to work productivity of employees at PT. PP. London Sumatra Indonesia Tbk Branch office Medan. Type of this research is a quantitative research that was analyzed with multiple linear regression with SPSS Statistics 22. The data source is primary and secondary collected by using some techniques: observation, interview, questionnaire, and documentation. The populations in this research is 115 person, while the samples amounted 54 correspondents which is obtained with the Slovin formula. The result of this research, based on partially and simultaneous test, proved that the training and occupational health and safety (OHS) have significant influence on work productivity of employees at PT. PP. London Sumatra Indonesia Tbk Branch Office Medan. Between the two, occupational health and safety (OHS) is the most dominant influence on work productivity of employees.

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1. INTRODUCTION

Every company always strives so that employees can achieve and improve their quality to provide maximum work productivity. A good level of employee work productivity will have a positive influence on the production and operational activities of the company both at present and in the future. According to Badriyah (2017: 183) productivity is a comparison between the results of work with the materials, time and energy used in producing goods or services using existing sources effectively and efficiently, but still maintaining the quality of the goods or services produced.

For companies, employee work productivity is very important as a measure of success in running a business because the higher the employee's work productivity, the company's profits will increase. Afandi (2016: 76) states that employee work productivity is influenced by several factors, including training and employee welfare.

According to Sutrisno (2016: 68) training is a process to improve employee competence and as a powerful means of overcoming a future business that is full of challenges and experiences rapid changes. As a result of technological advances and increasing competition, job training is of greater benefit because every employee is required to be able to work effectively, efficiently, with good quality and quantity of work. Companies need to carry out continuous and planned training for each of their employees, both old employees and new employees, to achieve their goals.

Increasing industrialization cannot be separated from the increase in modern technology. As we accept technological improvements and changes, we will also have to accept the side effects of these technologies. Therefore, apart from being given training, employees need to be given welfare in the form of occupational safety and health which will create a sense of calm and security while working. Occupational safety and health is one form of effort to create a workplace that is safe, healthy, free from environmental pollution, so that it can protect and be free from work accidents, in the end it can increase work efficiency and productivity (Irzal, 2016: 1). Protection of safety and health is the right for workers to do work for the welfare of life and to increase national production and productivity.

If there are many accidents, there will be many employees who suffer, attendance increases, production decreases, and medical costs will increase. These will all cause losses for employees and the company, because the possibility of employees being forced to stop working due to disabilities and the company losing employees. For this reason, occupational safety and health must be understood and applied by companies and employees involved with good counseling and guidance so that they realize the importance of work safety for themselves and for the company. The employee's occupational health and safety program is formulated based on legal regulations, based on fairness and fairness and is guided by the company's capabilities.

Based on the background of the problem above, the researcher is interested in researching work productivity which is influenced by training and the application of occupational safety and health (K3) with the research title "The Effect of Training and Application of Occupational Safety and Health Systems (K3) on Work Productivity of PT. PP. London Sumatra Indonesia Tbk Medan Branch Office".

2. RESEARCH METHOD

2.1. Instrument Testing Techniques

In a research study, instrument testing is needed to determine whether the measuring instrument used in the research is feasible or not. In this research, the instrument used is in the form of a questionnaire, so it is necessary to test the validity and reliability.

a. Validity Test

Validity testing is used to measure the measuring instrument used to obtain data. According to Duli (2019: 103) validity is the degree of accuracy between the data that actually occurs on the object of research and the data reported by the researcher. Testing the validity of the list of questions asked is by using the product moment method with the following formula:

$$r_{xy} = \frac{n\sum xy - (\sum x)(\sum y)}{\sqrt{\{n\sum x^2 - (\sum x)^2\} \{n\sum y^2 - (\sum y)^2\}}}$$

Where:

r_{xy} : Correlation coefficient

x : The independent variable

y : The dependent variable

n : Number of samples or respondents

The criteria for the decision making are valid or not a questionnaire, namely:

1. If $r_{count} > r_{table}$ then the questionnaire is valid
2. If $r_{count} < r_{table}$ then the questionnaire is invalid

The r_{table} value is obtained from $(df) = n - k$ with a significance level of $\alpha = 5\%$, in this case n is the number of samples and k is the number of constructs.

b. Reliability Test

According to Ghazali (2016: 47) states that the reliability test is a tool for measuring a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable or reliable if a person's answer to the statement is consistent or stable over time. A data is said to be reliable is that the variable has a Cronbach alpha value greater than 0.6 or is not reliable if it has a Cronbach alpha value less than 0.6.

2.2. Hypothesis test

Hypothesis testing is intended to determine whether there is a significant influence between the independent variables and the dependent variable. In testing this hypothesis, the researcher uses a significant test, by determining the null hypothesis (H_0) and the alternative hypothesis (H_a).

The null hypothesis (H_0) is a hypothesis which states that there is no significant influence between the independent variable and the dependent variable while the alternative hypothesis (H_a) is a hypothesis which states that there is a significant influence between the independent variable and the dependent variable (Sugiyono, 2017: 63). This test is carried out partially (t test) or simultaneously (F test).

a. Simultaneous Test (F test)

According to Rahayu and Susanto (2018: 226), the F test basically shows whether all the independent variables have a joint influence on the dependent variable. The statistical test used in simultaneous testing is the F test or what is commonly known as the Analysis of Variance (ANOVA). The F test according to Miftahul (2018) can use the double significant correlation formula as follows:

$$F_h = \frac{R^2 / k}{(1 - R^2) / (n - k - 1)}$$

Information:

R: multiple correlation coefficient

k: number of independent variables

n: number of sample members

This test is carried out at a 95% confidence level with the following conditions:

1. If the significance level is greater than 0.05, it can be concluded that H_0 is accepted, on the other hand H_a is rejected.
2. If the significance level is smaller than 0.05, it can be concluded that H_0 is rejected, otherwise H_a is accepted.

b. Partial Test (T test)

This test shows how far the influence of the independent variable partially on the dependent variable (Septian and Saputra, 2020: 50). In the end, a conclusion will be drawn that H_0 is rejected or H_a is accepted from the hypothesis that has been forwarded. According to Sugiyono (2017: 184) the formula for testing the t test is as follows:

$$t = \frac{r \sqrt{n-2}}{\sqrt{1 - R^2}}$$

Information:

T : t test value

R : correlation coefficient

r^2 : coefficient of determination

N : number of samples

This test is carried out with the t test at the 95% confidence level with the following conditions:

1. If the significance level is greater than 0.05, it can be concluded that H_0 is accepted, on the other hand H_a is rejected.
2. If the significance level is smaller than 0.05, it can be concluded that H_0 is rejected, on the contrary H_a is accepted.

c. Coefficient of Determination (R^2)

The coefficient of determination is used to explain the proportion of the dependent variable (free), namely the quality of service, facilities and location that can be explained by variations in the independent variable (dependent), namely patient satisfaction (Dewi, 2016: 541). The coefficient of determination is zero and one. A small value means that the ability of the independent variables to explain the variation in the dependent variable is very limited. A value close to one dependent variable provides almost all the information needed to predict the variation in the dependent variable.

A fundamental weakness of using the coefficient of determination is the usual number of independent variables included in the model. For each additional one independent variable, R^2 must increase regardless of whether the variable has a significant effect on the dependent variable. Therefore, many researchers recommend using the adjusted R^2 (adjusted R square) value when

evaluating which regression model is the best. Unlike R², the adjusted R² value can increase or decrease if one independent variable is added to the model.

3. RESULTS AND DISCUSSION

This study describes how much influence the training and application of the occupational safety and health (K3) system has on the work productivity of PT. PP. London Sumatra Indonesia Tbk Medan Branch Office. Respondents in this study were 54 people. From the questionnaires that have been distributed to respondents, several characteristics of respondents were produced as follows:

Table 1. Respondents by Age

Usia	Jumlah	Persentase
26-30 Tahun	13	24,07%
31-35 Tahun	12	22,22%
36-40 Tahun	9	16,67%
41-50 Tahun	15	27,78%
> 50 Tahun	5	9,26%
Total	54	100,00%

Table 1 above explains that the most respondents are aged between 41-50 years, amounting to 15 people with a percentage of 27.78%, then the second largest respondent is at the age of 26-30 years, namely 13 people with a percentage of 24.07%, then respondents with Age 31-35 years amounted to 12 people with a percentage of 22.22%, respondents aged 36-40 years amounted to 9 people with a percentage of 16.67%, and respondents with the lowest number were 5 people aged > 50 years with a percentage of 9.26 %.

Most respondents are aged 41-50 years, here it can be seen that the employees of PT. PP. London Sumatra Indonesia Tbk Medan Branch Office is a loyal employee who gives maximum contribution to the Company. Meanwhile, respondents with the lowest number are above 50 years of age because generally the older a person will affect his / her dexterity at work, besides that, it is approaching the predetermined retirement age, namely 55 years of age.

Table 2. Respondents Based on Gender

Jenis Kelamin	Jumlah	Persentase
Pria	38	70,37%
Wanita	16	29,63%
Total	54	100,00%

Table 2 above explains that of the 54 respondents, most of them were male, as many as 38 people with a percentage of 70.37% and the rest were female, namely 16 people with a percentage of 29.63%. From this it can be seen that the employees of PT. PP. London Sumatra Indonesia Tbk Medan Branch Office is the majority of men because this company often conducts visits to plantations throughout Sumatra and this requires a lot of manpower and time, so that male employees are needed more than female employees. Meanwhile, a small proportion are female employees who are placed in administrative positions in the office because they are considered to be more thorough and organized in their work.

Table 3. Respondents Based on Latest Education

Pendidikan Terakhir	Jumlah	Persentase
SMU/ Sederajat	10	18,52%
Diploma	6	11,11%
S1	35	64,81%
S2	3	5,56%
Total	54	100,00%

Based on the latest education level shown in table 4.3, the highest number of respondents was 35 people with an undergraduate education with a percentage of 64.81%, the next highest level of education was high school / equivalent, which was 10 people with a percentage of 18.52%, then

respondents with Diploma education totaled 6 people with a percentage of 11.11%, and the lowest respondents were 3 with a S2 education with a percentage of 5.56%.

The explanation above shows that PT. PP. London Sumatra Indonesia Tbk Medan Branch Office employs more employees with a bachelor's degree because they are considered to have a mature mindset and are able to communicate well so that they are easier to adapt to the work environment. Meanwhile, the percentage of employees with S2 education is very low because in this company, S2 education only occupies manager positions and a small proportion of staff employees.

Table 4. Respondents by Position

Jabatan	Jumlah	Persentase
Karyawan Non Staff	31	57,41%
Karyawan Staff	20	37,04%
Manajer	3	5,56%
Total	54	100,00%

From table 4 it can be seen that the respondents with the status of non-staff employees have the highest number, namely 31 people with a percentage of 57.41%, then the respondents with the status of Staff employees are 20 people with a percentage of 37.04%, and the respondents with the lowest number are 3 people who are managers with a percentage of 5.56%.

The explanation above illustrates that the majority of employees at PT.PP. London Sumatra Indonesia Tbk Medan Branch Office is a non staff employee. The promotion of non-staff employees to staff employees is based on employee performance. Meanwhile, the lowest number of respondents is managers because there is only 1 manager in each department.

Table 5. Respondents Based on Length of Work

Lama Bekerja	Jumlah	Persentase
0-5 Tahun	7	12,96%
6-10 Tahun	16	29,63%
11-20 Tahun	17	31,48%
21-30 Tahun	13	24,07%
>30 Tahun	1	1,85%
Total	54	100,00%

Table 5 above shows that the largest number of respondents based on length of work is 11-20 years, namely 17 people with a percentage of 31.48%. Then the second largest number of respondents is 16 people who have 6-10 years of work experience with a percentage of 29.63%. There are 13 respondents who have work experience of 21-30 years with a percentage of 24.07%. Furthermore, there are 7 respondents who have work experience of 0-5 years with a percentage of 12.96%, and finally the lowest number of respondents with a length of work > 30 years is 1 person with a percentage of 1.85%.

If seen from the highest starting percentage in table 4.5, respondents with 11-20 years of work (31%) and respondents with 6-10 years of work (30%), here it can be seen that the majority of PT. PP. London Sumatra Indonesia Tbk Medan Branch Office are employees who have experience and potential in their fields. And the lowest percentage are respondents with a length of work > 30 years, this indicates that these employees have high loyalty to their company.

The validity test is used by correlating the total factor score with the total score. If the correlation of each factor (r count) is positive and the magnitude is 0.3 and above, then the factor is a strong construct so it can be concluded that the instrument has good construction validity.

Table 6. Validity Test Results

No.	Variabel	r hitung	Keterangan
1	Pelatihan (X1)		
	X1.1	,482	Valid
	X1.2	,644	Valid
	X1.3	,599	Valid
	X1.4	,775	Valid

	X1.5	,775	Valid
	X1.6	,631	Valid
	X1.7	,889	Valid
	X1.8	,927	Valid
	X1.9	,656	Valid
	X1.10	,423	Valid
2	Keselamatan dan Kesehatan Kerja (X2)		
	X2.1	,709	Valid
	X2.2	,850	Valid
	X2.3	,434	Valid
	X2.4	,762	Valid
	X2.5	,827	Valid
	X2.6	,659	Valid
	X2.7	,755	Valid
	X2.8	,564	Valid
	X2.9	,723	Valid
	X2.10	,392	Valid
3	Produktivitas Kerja (Y)		
	Y.1	,485	Valid
	Y.2	,533	Valid
	Y.3	,585	Valid
	Y.4	,745	Valid
	Y.5	,868	Valid
	Y.6	,881	Valid
	Y.7	,897	Valid
	Y.8	,730	Valid
	Y.9	,748	Valid
	Y.10	,572	Valid

Table 6 above shows that r count on all statements in each variable has a value greater than 0.3 so that it is declared valid.

Reliability Test Results

After the validity test is carried out, the next test is the reliability test.

Table 7. Reliability Testing

Variabel	Cronbach Alpha	Keterangan
Pelatihan (X_1)	,911	Reliabel
Keselamatan dan Kesehatan Kerja (X_2)	,908	Reliabel
Produktivitas Kerja (Y)	,920	Reliabel

The results of reliability testing in table 7 show that the three variables have a coefficient of alpha (α) > 0.6 so that it can be said that the questionnaire compiled is reliable or reliable as a data collection tool in this study.

Normality Test Results

The normality test aims to test whether in the regression model the residual variables have a normal distribution. A good regression model is one that has normal or near normal data distribution. In this study, the normality test used was the Kolmogorov-Smirnov test and the Normal Probability Plot test.

Table 8. Results of the One-Sample Kolmogorov-Smirnov Test Normality

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		54
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1,54993211
Most Extreme Differences	Absolute	,108
	Positive	,108
	Negative	-,093
Test Statistic		,108
Asymp. Sig. (2-tailed)		,169 ^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Based on table 8 above, it can be seen the Asymp value. Sig. (2-tailed) is 0.169, the sig value is > 0.05 so that the assumption of normality is fulfilled. The test results are supported by graph analysis seen through the distribution on the diagonal axis of the P-Plot.

Normal P-P Plot of Regression Standardized Residual

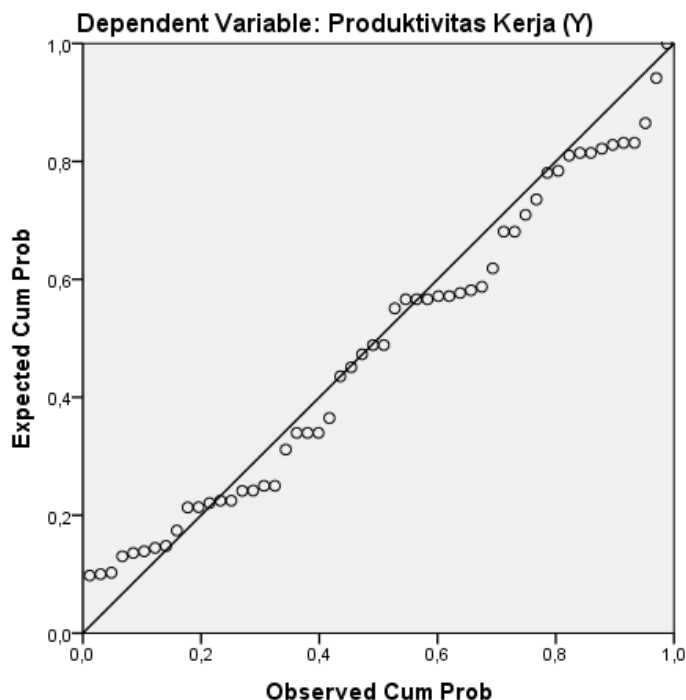


Figure 1. Normal P-Plot Graph

Figure 1 above shows that the dots spread out around the diagonal line and follow the direction of the line. This shows that the regression model is feasible because it meets the assumption of normality.

Multicollinearity Test Results

Multicollinearity test aims to test whether the regression model found a correlation between the independent variables.

Table 9. Multicollinearity Test Results

Coefficients ^a			
	Model	Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Pelatihan (X1)	,139	7,202
	Keselamatan dan Kesehatan Kerja (X2)	,139	7,202

a. Dependent Variable: Produktivitas Kerja (Y)

From table 9 above, it can be seen that the VIF value of the two independent variables is $7.202 < 10$, meaning that there is no multicollinearity between the independent variables in the regression model of this study.

Heteroscedasticity Test Results

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. A good regression model is one that does not occur heteroscedasticity.

Table 10. Heteroscedasticity Test Results

		Coefficients ^a			
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	,804	1,807		,445
	Pelatihan (X1)	,050	,103	,181	,482
	Keselamatan dan Kesehatan Kerja (X2)	-,043	,112	-,143	-,382

a. Dependent Variable: Abs_RES

The results of the heteroscedasticity test in table 10 show that the significant value of variable X1 is $0.632 > 0.05$ and variable X2 is $0.704 > 0.05$ so that there is no heteroscedasticity.

Multiple Linear Regression Test Results

Multiple linear regression analysis aims to measure the strength of the relationship between two or more variables, it also shows the direction of the relationship between the dependent variable and the independent variable. This study uses multiple linear regression equations because it has more than one independent variable. Following are the results of data processing using SPSS 22.

Table 11. Results of Multiple Linear Regression

		Coefficients ^a			
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	T
1	(Constant)	,592	2,677		,221
	Pelatihan (X1)	,458	,153	,455	3,005
	Keselamatan dan Kesehatan Kerja (X2)	,520	,165	,477	3,144

a. Dependent Variable: Produktivitas Kerja (Y)

Table 12. Summary of Analysis Results

Variabel	Koefisien Regresi (Beta)	Koefisien Korelasi	R square	SE (%)	SR(%)
X1	0,455	0,898	83,7	40,9	48,83
X2	0,477	0,899		42,8	51,17
Total				83,7	100

According to the results of the above calculations, it is known that the effective contribution (SE) of variable X1 to variable Y is 40.9%, while SE for variable X2 to variable Y is 42.8%. This means that the influence of variable X2 on variable Y is more dominant than the effect of variable X1 on variable Y so that in this study occupational safety and health (K3) (X2) has a greater influence on work productivity (Y) than the effect of training (X1) on work productivity (Y).

Furthermore, the calculation of the relative contribution (SR) shows that variable X1 has an SR of 48.83% for variable Y while variable X2 has an SR of 51.17% for variable Y. This means that

variable X2 has a more dominant influence on variable Y compared to the effect variable X1 against variable Y.

Based on the calculation of the effective contribution (SE) and the relative contribution (SR), it was found that the variable X2 has a greater percentage of variable Y than variable X1 to variable Y. So in this study it can be said that the variable occupational safety and health (K3) is the most variable. affect the work productivity variable of PT PP employees. London Sumatra Indonesia Tbk.

4. CONCLUSION

Based on the results of the research conducted, the following conclusions can be drawn: Training has a significant effect on the work productivity of the employees of PT. PP. London Sumatra Indonesia Tbk Medan Branch Office. The results of this study are in accordance with the theory in Sutrisno's (2016: 103) book that training is one of the factors that affect work productivity. Training is intended to equip employees with the right skills and ways to use work equipment. Training is needed not only as a complement but also to provide the basics of knowledge. Because by being given training, it means that employees learn to do something properly and precisely, and minimize or leave mistakes that have been made. Occupational safety and health (K3) has a significant effect on the work productivity of PT. PP. London Sumatra Indonesia Tbk Medan Branch Office. This is in line with the theory put forward by Irzal (2016: 1) that occupational safety and health is one form of effort to create a safe, healthy, free from environmental pollution, so that it can protect and be free from work accidents in the end. work efficiency and productivity. Likewise, Rejeki (2016: 11) stated that the purpose of occupational safety and health is to protect workers for their safety rights in traveling for life welfare and increase national production and productivity, and maintain production sources so that they can be used safely and efficiently. Based on the results of the F test, it is proven that training and occupational safety and health (K3) simultaneously have a significant effect on the work productivity of PT. PP. London Sumatra Indonesia Tbk Medan Branch Office. This is in accordance with the six indicators of work productivity put forward by Sutrisno (2016: 104), namely having the ability to carry out tasks, trying to improve the results achieved, working enthusiasm to make today better than yesterday, increasing the ability to work with self-development, trying to improve quality of work and improve efficiency. To fulfill the six indicators, training and protection are needed for employees. Based on the calculation of the effective contribution (SE) and the relative contribution (SR), the results show that variable X2 has a greater percentage of variable Y than variable X1 to variable Y. So in this study it can be said that the variable occupational safety and health (K3) is the most influential variable on the work productivity variable of PT PP employees. London Sumatra Indonesia Tbk Medan Branch Office.

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