

Analysis of the Effect of Occupational Safety and Health (K3) on Employee Performance in Distribution Center Area Logistics Division (Case Study of PT. Indomarco Prismaatama Gresik Branch)

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Abstract

In Indonesia, problems related to Occupational Safety and Accidents (K3) are still quite large, both in cities and in villages, both in the industrial and service sectors as well as in the agricultural sector. This is evident from the still high number of work accidents that occur. Throughout 2020, work accidents in Indonesia reached 153,044 cases, where this figure decreased by 1.46 percent when compared to work accident cases in 2019, which was 155,327 cases. The purpose of this study was to determine the effect of occupational safety and health on the performance of employees of the Logistics Division of PT. Indomarco Prismaatama Gresik Branch. Data was collected through the distribution of questionnaires, with the number of respondents as many as 60 employees of the Logistics Division of PT. Indomarco Prismaatama Gresik Branch. The sampling technique used is random sampling using questionnaires and data testing techniques used in this study include validity and reliability tests, multiple regression analysis tests, F tests, and t tests. The results of this study indicate that: (1) work safety has a positive effect on employee performance; (2) occupational health has a positive effect on employee performance; and (3) occupational safety and health affect employee performance.

Keywords

Employee performance, Occupational safety and health (K3).

1. Introduction

According to Gomes, (1995) human resources are the only resources that have reason, feelings, desires, abilities, skills, knowledge, encouragement, power and work, the only resources that have the ratio, taste and intention no matter how advanced technology is. the development of information, the availability of capital and adequate materials but without human resources it will be difficult for the organization to achieve its goals. Occupational Health and Safety (K3) is very important for the company because by ensuring Occupational Safety and Health (K3) for every employee it will create a safe and comfortable work environment.

With the implementation of the Occupational Safety and Health (K3) program that creates a sense of security and comfort for employees at work, it will encourage employees to work more productively and aim to avoid accidents in the company's production process, increase enthusiasm, work harmony and employee work participation, so that with the increase in Occupational Safety and Health (K3), it is certain that employee performance will increase (Anwar, n.d.). Ahmad Waluya Jati & Thoufan Nur, (2021) states that a work accident is an unplanned, uncontrolled and undesired event at work, which is caused either directly or indirectly, by unsafe acts and or unsafe conditions so that cessation of work activities.

Based on the above background, the formulation of the problem in this study is as follows:

1. Does Occupational Safety and Health (K3) have a partial effect on Employee Performance in the Logistics Division of PT. Indomarco Prismaatama Gresik?
2. Does Occupational Safety and Health (K3) have a simultaneous effect on Employee Performance in the Logistics Division of PT. Indomarco Prismaatama Gresik?
3. What are the work accidents that can occur to employees of the logistics division of PT. Indomarco Prismaatama Gresik Branch?

2. Methodology

Using the data collection method using a questionnaire as an effort to collect survey data and assisting respondents during the questionnaire filling process so that respondents more easily understand the meaning of the questionnaire and then researchers will get all the answers to these questions.

The types of data used in this study are primary and secondary data. Primary data is data that comes from answers, opinions, or employee perceptions of the statement indicators contained in the research variables, namely work safety, occupational health, and employee performance. While secondary data is obtained indirectly through intermediary media. Secondary data comes from documentary data and related journals as well as the results of previous studies related to the topics discussed in this study.

The population in this study were all employees of PT. Indomarco Prismatama Gresik Branch who works in the Logistics Division. Determination of the sample in this study was done with the type of Probability Sampling. The chosen probability sampling technique is Random Sampling, which is a method of taking samples of population members at random without regard to the strata that exist in the population

3. Result and Discussion

3.1. Result

3.1.1. Multiple Linear Regression Analysis

Based on the table below, it can be seen that in the Unstandardized Coefficients column part B, the b1 value for the Work Safety variable is 0.345, the b2 value for the Occupational Health variable is 0.390, and the constant value is 10.380, so the multiple linear regression equation can be formulated as follows:

$$Y = 10.380 + 0.345X_1 + 0.390X_2 + e.$$

Table 1. Multiple Linear Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	10.380	4.302		2,413	.019
1	Work Safety (X1)	.345	.177	.276	1,950	.056
	Occupational Health (X2)	.390	.223	.247	1,747	.086

a. Dependent Variable: Employee Performance (Y)

1. Constant (α) = 10,380

The constant value of 10.380 indicates that if the occupational safety and health variable is constant (does not change), then the employee's performance is 10.380.

2. Coefficient b1 (X1) = 0.345

Work safety variable (X1) affects employee performance by 0.345, meaning that if the work safety variable (X1) increases by 0.345 then employee performance will also increase linearly by 0.345. On the other hand, if the work safety variable (X1) decreases, the employee's performance will decrease.

3. Coefficient b2 (X2) = 0.390

The occupational health variable (X2) affects employee performance by 0.390, meaning that if the occupational health variable (X2) has an increase of 0.390, the employee's performance will increase linearly by 0.390. On the other hand, if the occupational health variable (X2) has decreased, the employee's performance will also decrease.

3.1.2. F test (simultaneous)

Table 2 F test (simultaneous)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	78.065	2	39,032	7.745	.001b
	Residual	287,268	57	5.040		
	Total	365,333	59			

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Occupational Health (X2), Occupational Safety (X1)

In the above it can be seen that the results of the F test simultaneously obtained the calculated F value of 7.745 with a significance level of 0.001. While the value of F table is 3.16. So the calculated F value > F table

(7.745 > 3.16) and the significance level ($0.001 < 0.10$) which means that H_0 is rejected and H_1 is accepted. So it can be concluded that the independent variables, namely Occupational Safety (X1) and Occupational Health (X2) together have a positive and significant effect on Employee Performance.

3.1.3. T test (Partial)

1. For the work safety variable, the calculated t value is 1.950, while the t table value with a significance of 0.10 (10%) is 1.672 and a significance value of $0.056 < 0.10$. This shows that the work safety variable (X1) individually have a positive and significant effect on Employee Performance (Y) at the Logistics Division of PT. Indomarco Prismaatama Gresik Branch. In addition, it means that if the work safety variable is not maximized properly it will affect employee performance.
2. Meanwhile, for the Occupational Health variable, it is known that the t-count value is 1.747, while the t-table value with a significance of 0.10 (10%) is 1.672 and a significance value of $0.086 > 0.10$. This shows that the Occupational Health variable (X2) individually has a negative effect on Employee Performance (Y) of the Logistics Division of PT. Indomarco Prismaatama Gresik Branch

3.2. Discussion

3.2.1. Effect of Work Safety (X1) on Employee Performance (Y)

The results of this study using statistical tests of regression analysis showed that the work safety variable had a positive and significant effect on the performance of the employees of the Logistics Division of PT. Indomarco Prismaatama Gresik Branch, so H_1 is accepted. The magnitude of the influence of the work safety variable that has a positive effect on employee performance is 1.950 with a significance value of 0.056 Table 2.

That matter means that the more important work safety results in the better employee performance. Work safety that is less than the maximum provided by the company will have an unfavorable impact on the performance of its employees. On the other hand, if the company is able to maximize the work safety program, it will positively assist employees in producing good performance. According to ILFANI et al., 2014, work safety is defined as a state of avoiding danger while doing work. Mangkunegara, 2010 explains that the variables that affect employee performance are the potential ability factor and the reality ability (knowledge & skill), as well as the motivation factor which is defined as an attitude (attitude) of leaders and employees towards work situations in the environment.

3.2.2. Effect of Occupational Health (X2) on Employee Performance (Y).

Hypothesis 2 states that occupational health has an effect on employee performance. Based on the results of the statistical test of regression analysis, it can be seen that the occupational health variable has a positive and significant effect on the performance of the employees of the Logistics Division of PT. Indomarco Prismaatama Gresik Branch, so H_2 is accepted. The better the occupational health program, the better the performance of the employees. The magnitude of the effect of the occupational health variable that has a positive effect on employee performance is 1.747 with a significance value of 0.086 Table 2. Occupational health according to includes a medical work environment, occupational health facilities, and maintenance of the health of the workforce. The better the health program in a company, the better the performance of the employees of the Logistics Division of PT. Indomarco Prismaatama Gresik Branch. So that overall will be able to work better and more productive. This is supported by Law no. 36 of 2009 concerning Health that workplace managers are required to comply with health standards set by the government and ensure a healthy work environment and are responsible for the occurrence of work accidents.

3.2.3. Effect of Occupational Health and Safety on Employee Performance

Hypothesis 3 states that occupational safety and health together affect employee performance. Based on the results of the statistical test of regression analysis, it can be seen that the occupational safety and health variables have a positive and significant effect on the performance of the employees of the Logistics Division of PT. Indomarco Prismaatama Gresik Branch, so H_3 is accepted. The magnitude of the influence of occupational safety and health variables simultaneously on employee performance is 7.745 with a significance value of 0.001 (Table 2).

Occupational safety and health for employees is a goal to be achieved by the company to support the work of employees (Paramitha & Wijayanto, 2012). Occupational safety and health implemented by the company can increase enthusiasm or work spirit, prevent occupational diseases, and can provide knowledge about the correct use of tools and machines, so that the existence of an occupational safety and health program will provide encouragement to employees to work optimally. lead to the achievement of company goals. In line with research conducted by (Firmanzah, 2018) and (Wahyuni, S., Bambang, S., Wiwin, 2018), the results of this study indicate that occupational safety and health variables affect employee performance.

4. Conclusion

This study examines the Effect of Occupational Safety and Health (K3) on Employee Performance. The following is a conclusion from the results of research that has been carried out:

1. Work safety has a positive and significant effect on the performance of employees of the Logistics Division of PT. Indomarco Prismatama Gresik Branch. This is because if employees feel safe and comfortable in the work environment, it will have an impact on increasing employee performance. The better the work safety program that is carried out, the higher the level of performance generated by the employees.
2. Occupational health has a positive and significant effect on the performance of employees of the Logistics Division of PT. Indomarco Prismatama Gresik Branch. This is because if employees are in a healthy body condition at work, their performance will also be optimal. The higher the level of employee health, the higher the level of employee performance.
3. Occupational safety and health simultaneously have a positive and significant effect on the performance of employees of the Logistics Division of PT. Indomarco Prismatama Gresik Branch. The higher the level of occupational safety and health, the higher the performance possessed by employees.

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