



THE ROLE OF OCCUPATIONAL HEALTH SAFETY ON THE RISK OF WORK ACCIDENTS WITH COMPENSATION AS A MEDIATING VARIABLE

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ABSTRACT

Based on data on work accidents and occupational diseases in the JKK BPJS Ketenagakerjaan program in 2022, the service sector occupies the second position with the highest number of work accidents. Based on previous findings, Surakarta City has the highest percentage of work accidents (61.8%), while Kebumen Regency has the lowest rate (27.5%). This study aims to analyze the role of Occupational Safety and Health (OHS) in reducing work accidents among GoRide online motorcycle taxi drivers in Surakarta City. The dependent variable in this study is work accidents, with compensation as a mediating variable. The research method used was quantitative, with convenience sampling involving 100 respondents. Data were collected through interviews, questionnaires, and observations with a Likert scale. The data obtained were then analyzed using the SEM-PLS 3.0 analysis tool. The results showed that Occupational Safety and Health (OHS) (X) on work accidents (Y) was significant with a path coefficient value of 0.437 and a P value of 0.025. However, the indirect effect of Occupational Safety and Health (OHS) (X) on work accidents (Y) through compensation as a mediating variable (Z) is not significant, with a coefficient value of 0.194 and a P value of 0.267. This finding indicates that implementing OHS alone is insufficient to reduce workplace accidents but must be supported by policies.

Keywords: Occupational Health Safety (OHS), Work Accidents, Compensation, Motorcycle Taxi Drivers

ABSTRAK

Berdasarkan data kecelakaan kerja dan penyakit akibat kerja pada program JKK BPJS Ketenagakerjaan tahun 2022, sektor jasa menempati posisi kedua dengan jumlah kecelakaan kerja tertinggi. Berdasarkan temuan terdahulu menunjukkan bahwa Kota Surakarta memiliki persentase kecelakaan kerja tertinggi (61,8%), sedangkan Kabupaten Kebumen memiliki persentase terendah (27,5%). Penelitian ini bertujuan untuk menganalisis peran Keselamatan dan Kesehatan Kerja (K3) dalam mengurangi kecelakaan kerja pada pengemudi ojek online GoRide di Kota Surakarta. Variabel dependen dalam penelitian ini adalah kecelakaan kerja dengan kompensasi sebagai variabel mediasi. Metode penelitian yang digunakan adalah kuantitatif dengan convenience sampling yang melibatkan 100 responden. Data dikumpulkan melalui wawancara, kuesioner, dan observasi dengan skala likert. Data yang diperoleh kemudian dianalisis dengan menggunakan alat analisis SEM-PLS 3.0. Hasil penelitian menunjukkan bahwa Keselamatan dan Kesehatan Kerja (K3) (X) terhadap kecelakaan kerja (Y) signifikan dengan nilai koefisien jalur sebesar 0,437 dan nilai P value sebesar 0,025. Namun pengaruh tidak langsung Keselamatan dan Kesehatan Kerja (K3) (X) terhadap kecelakaan kerja (Y) melalui kompensasi sebagai variabel mediasi (Z) tidak berpengaruh signifikan dengan nilai koefisien sebesar 0,194 dan nilai P value sebesar 0,267. Temuan ini mengindikasikan



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bahwa penerapan K3 saja tidak cukup untuk mengurangi kecelakaan kerja, tetapi harus didukung oleh kebijakan K3 untuk mengurangi kecelakaan kerja.

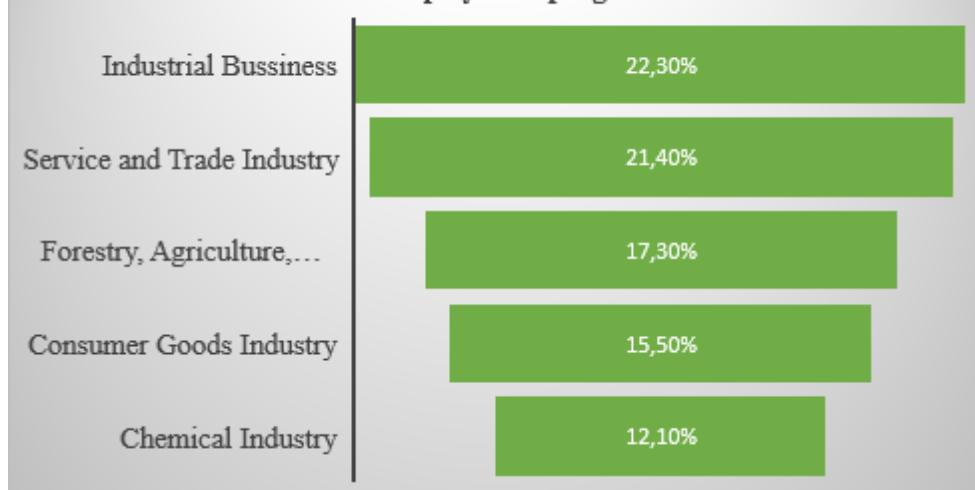
Kata kunci: Keselamatan Kesehatan Kerja (K3), Kecelakaan Kerja, Kompensasi, Driver Ojek Online

1. INTRODUCTION

A company, in general, requires quality human resources (HR) so that it can achieve its goals (Iqbal Arraniri et al., 2021). Human Resources (HR) is an aspect that is directly related to interactions, processes, productivity, and services, so the right strategy is needed to obtain quality resources (Veithzal, 2015). Based on the Definition of the Minister of Manpower Regulation No. 26 of 2015 concerning work accidents, work accidents are occupations in the work relationship, including accidents on the way from home to work or vice versa, as well as occupational accident risk. To achieve the goals of a company to minimize the risk of work accidents, effective implementation of occupational health and safety (OHS) is needed to prevent and identify the risk of work accidents (Rahmawati & Asfawi, 2023).

Occupational Health and Safety (OHS) has developed in several industrial sectors, such as construction, business services, manufacturing, and service. The service sector's development has increased rapidly in recent years, such as online motorcycle taxi transportation services like GoRide by PT Gojek Tokopedia. Data on Work Accidents and Occupational Diseases based on the JKK BPJS Employment program in 2022 shows that the level of work accidents in the service sector occupies the second position in the highest risk of accidents.

Data on Work Accidents and Occupational Diseases based on the JKK BPJS Employment program in 2022



Source: BPJS (Saputra, 2024)

Figure 1. Data on Work Accidents and Occupational Diseases based on the JKK BPJS Employment Program In 2022

Based on the data obtained, the high number of accidents in the service sector is urgent. Occupational Health and Safety (OHS) must be improved to reduce the risk of work accidents in the service sector, especially transportation services. In practice, online drivers belong to the informal sector with the status of "partners," so there is an unclear status of workers, which becomes a challenge in implementing OHS. This causes limited



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government supervision in implementing OHS, Personal Protective Equipment (PPE), safety training, and compensation for online motorcycle taxi drivers. Company compensation impacts employee satisfaction so that employees are maximized in working (Firdaus & Anah, 2024). Compensation is very influential on job satisfaction because it has a general purpose in providing compensation, namely to attract, retain, and motivate employees. However, the implementation of OHS in the development of application-based PT Gojek Tokopedia. Services such as ratings and reviews can encourage online motorcycle taxi drivers to prioritize work safety and become an experience for consumers to improve the company's quality.

Previous research has concluded that OHS regulations in large companies are more easily adhered to with the support of several empirical practices such as accident risk control, continuous monitoring, and actions that encourage employees to comply with standards and comply with these rules (Salguero-Caparrós et al., 2020). The most effective work accident prevention effort is the implementation of a well-managed OHS. OHS well-management is supported by several parties in a company, such as supervisors and company management, to foster high employee commitment to their work (Hedaputri et al., 2021). There are differences in research results on the relationship between Occupational Health and Safety (OHS) and the risk of work accidents. Puan (2023), in her research, explains that multinational companies do not consider OHS to be the most important thing in protecting employees as valuable assets of the company.

In implementing OHS, companies must strive to have policies that encourage effective implementation of OHS with adequate compensation, such as periodic medical examinations and good maintenance programs that can improve work safety (McFarland, 2020). Compensation can be applied through insurance, health facilities, and financial incentives to achieve OHS implementation in the service sector, especially transportation services such as GoRide. In connection with these efforts, data shows that Surakarta City has the highest occurrence of road injuries (61.8%) and the lowest in Kebumen Regency (27.5%) (Karyadi & Kanita, 2022). Other findings were that OHS counselling had been conducted for online motorcycle taxi drivers in Medan, which increased awareness and reduced the risk of work accidents (Ferusgel et al., 2021). The difference between the two studies shows a need for in-depth analysis relevant to improving OHS in GoRide online motorcycle taxi drivers in Surakarta.

Several literature reviews that have been analyzed found that occupational health and safety (OHS) is an object that is complex in all aspects of law, health, and management. The development of the informal sector on the implementation of OHS in online motorcycle taxi services needs to be studied widely to reduce the risk of work accidents and the welfare of online motorcycle taxi drivers. Therefore, the authors are interested in conducting a study entitled "**The Role of Occupational Health Safety (OHS) on the Risk of Work Accidents with Compensation as a Mediating Variable.**"

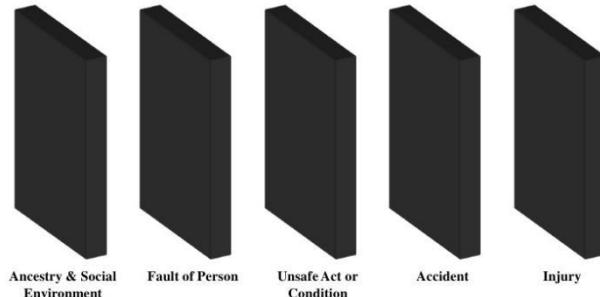
2. THEORETICAL FRAMEWORK AND HYPOTHESIS

2.1 Single Cause Domino Theory

According to the domino theory of HW Heinrich (1980), work accidents are caused by 88% of human unsafe acts, 10% by dangerous conditions, and 2% by God. In this theory, Heinrich explains that hazardous conditions are likely to occur because of human characteristics influenced by heredity and the environment. This theory uses the analogy of dominoes where if the unsafe act or condition on the third card is eliminated, work accidents can be prevented because the loss of the third card will not affect accidents and injuries caused by the fall of the first card and the second card.



Single Cause Domino Theory



Source: Safety Sign Indonesia (2015)

Figure 2. Single Cause Domino Theory HW Heinrich

2.2 Occupational Health Safety (OHS)

Overall, occupational health and safety aims to create a workplace culture prioritizing all employees' health, safety, and welfare by minimizing work accidents to increase productivity, morale, and organizational performance. In research conducted by Desmayanny and Wahyuni (2020) in one of the manufacturing sector companies, it was found that supervisors play a direct role in the occurrence of unsafe actions; supervisors have a role in fostering compliance and awareness of workers regarding the importance of Occupational Health and Safety (OHS). Another study by Diarja and Anwar (2024) provides the same results regarding the attachment of Occupational Health and Safety (OHS) to the HW Heinrich theory where in that case, there are many OHS signs in Class IIB Banjarnegara Detention Center which are very influential when natural disasters and hazards occur. The government has regulated the Occupational Health and Safety (OHS) management system in the Minister of Manpower Regulation No.05/MEN/1996.

Therefore, occupational health and safety (OHS) is considered relevant in identifying cases of work accidents in Indonesia. Labour has a significant role in the country's economy, so in carrying out this role, there needs to be support from companies and governments to ensure the lives of workers while working. Indicators in measuring health and safety include (Genesis et al., 2022):

- a. Prevention policy is the company's role in implementing occupational health and safety.
- b. Training and promotion, encouraging workers' skills and abilities regarding occupational health and safety.
- c. Communication and education, understanding the workforce at risk of preventing occupational accidents.
- d. Planning of tasks and hazardous situations that may arise.
- e. Periodic control and evaluation.

2.3 Compensation

Compensation is a structure that affects employee performance and motivates employees to encourage employees to be more disciplined and enterprising in developing potential in the work environment (Kadarisman, 2011). Company compensation, in practice, has two types: financial and non-financial. The following are compensation indicators (Junca Silva et al., 2024).

1. Financial Compensation



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- a. Social Security Compensation
- b. Health Benefits
- c. Retirement Benefits
- d. Compensation beyond basic salary

2. Non-financial Compensation
3. Reward

2.4 Work Accidents

According to Law No. 1 of 1970 on Occupational Safety, work accidents are unexpected, unwanted events that can cause physical and material losses. Work accident insurance is regulated based on the principle of social insurance in Article 29 of Law No. 40 of 2004 concerning the National Social Security System. Traffic accidents within the scope of online motorcycle taxi drivers can be categorized into work accidents (Joddy et al., 2022). The following are indicators of work accidents in the context of traffic accidents (Zhang et al., 2020).

- a. Weak Control
- b. Basic Causes
- c. Immediate Causes
- d. Incidents and Losses

2.5 Gojek

Gojek is a technology startup in Indonesia's technology-based transportation services sector. It was founded in 2010 by Nadiem Makarim (Angellie, 2022). Gojek has officially developed in Southeast Asian countries such as Malaysia, Singapore, Vietnam, Thailand, and various regions in Indonesia. From 2014 to 2015, Gojek received large investment funds to update services such as GoRide, GoFood, GoMart, GoClean, and GoTransit (Clearesta et al., 2019).

Table 1. Data Transportation Services App

<i>Transportation Services App</i>	2022	2023
<i>Gojek</i>	1.358.000	957.000
<i>Maxim</i>	773.000	892.000
<i>In Drive</i>	297.000	321.000
<i>Grab</i>	207.000	170.000
<i>Taxsee Driver</i>	113.000	135.000

Source: Databooks (Santika, 2024)

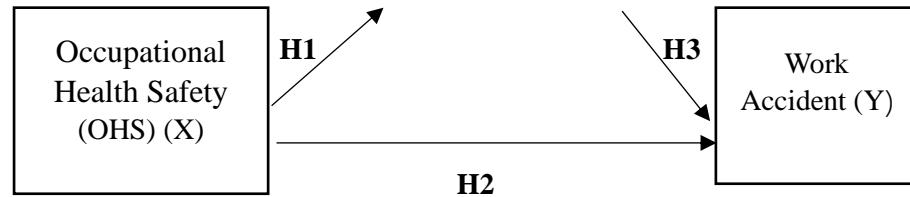
Based on data from Databooks, Gojek has one position as the best transportation service in Indonesia. GoRide is a mobility service that uses simple, fast, two-wheeled vehicles to suit the community's needs (Smith et al., 2022)

2.6 Framework and Hypothesis

1. Framework

The following framework can be formulated based on analyzing previous studies with theories related to each variable.

Compensation
(Z)



Source: Processed by Researchers (2024)

Figure 3. Framework

2. Hypothesis

A study conducted by Bambang (2021) showed that the effectiveness of occupational health and safety (OHS) variables in preparing for work readiness influences reducing the risk of work accidents. Other research states that Health and Safety can reduce the risk of accidents because it is considered capable of controlling and identifying hazards in the work environment (Ningsih & Hati, 2019)

H1: The role of Occupational Health and Safety (OHS) (X) has a significant influence on Work Accident (Y).

Based on research conducted by (Saputro and Prihatini, 2020) proves that occupational health and safety variables influence the compensation of a company. The compensation system policy of a company shows that the higher the company's compensation, the higher the awareness of Occupational Health and Safety (OHS). Meanwhile, according to Setyo Widodo and Yandi (2022), compensation is a reward for the company's employees to encourage better motivation and performance. The results of these two studies indicate that compensation can encourage high awareness of the role of Occupational Health and Safety (OHS).

H2: The role of Occupational Health and Safety (OHS) (X) has a significant influence on Work Accidents (Y).

In research conducted by Heryati and Menzata (2018), there is a significant influence that compensation can simultaneously encourage employee participation in Occupational Health and Safety (OHS) Training for employees. Research by Novita (2022) states that Occupational Health and Safety (OHS) influences highly compensated employees. The results of some of these studies indicate the influence of Occupational Health and Safety (OHS) with compensation mediating the risk of work accidents.

H3: Compensation (Z) mediates the effect of Occupational Health and Safety (OHS) on Work Accident Accident (Y)

3. RESEARCH METHODS

3.1 Data Collection Techniques

The data collection technique used in this study is quantitative research. Quantitative research can be important in measuring a company's performance and strategic evaluation because it emphasizes using data to identify problems and formulate solutions objectively (Koch, 2003).

3.2 Operational Definitions of Variables

Operational Definition is an understanding given to a variable conceptually to present an indicator or specification of the basics in measuring variables (Siedlecki, 2020)

Table 2. Operational Definition of Variables



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No	Variables	Operational Definition	Indicators
1.	Occupational Health and Safety (OHS) (X)	Occupational Safety and Health (OSH) is the science related to the prevention, recognition, evaluation and control of hazards that arise in the workplace or from home to the workplace that can interfere with the health and well-being of workers.(Abdurrozaq Hasibuan et al., 2020).	a. Prevention policy. b. Training and promotion, c. Communication and education, d. Planning of tasks and hazardous situations that may arise. e. Periodic control and evaluation.(Génesis et al., 2022)
2.	Compensation (Z)	Compensation is a reward for services provided by labor in the form of wages and salaries, directly against the work results they have achieved. (Ma'aruf Yakubu et al., 2023).	a. Social Security b. Health Benefits c. Retirement Benefits d. Benefits beyond basic salary , e. Reward (Junça Silva et al., 2024).
3.	Work Accident (Y)	A work accident is an unexpected event resulting in property damage and loss of life. (Azteria et al., 2024)	a. Weak Controls b. Underlying Causes c. Direct Causes d. Incidents and Losses (Galeria, 2019)

Source: Processed by Researchers (2024)

3.3 Sample Collection Techniques

According to Sugiyono (2013), population is a general unit in the form of objects or subjects with certain qualities and characteristics as the basis for determining to be studied and then defined. Based on this research, the population in this study were GoRide online motorcycle taxi drivers in Surakarta. According to Muri Yusuf (2014), the sample is part of the selected population to represent the population. The sample in this study was calculated using the convenience technique, which takes samples around the research location with a sample of 100 respondents (Edgar & Manz, 2017).

3.4 Data Analysis Techniques

The data collection methods that will be carried out in this study are interviews, questionnaires, and observations. The data analysis techniques are processed using SEM-PLS analysis tools to measure the relationship between the independent variable, namely Occupational Health Safety (X), the mediating variable, namely compensation (Z), and the dependent variable, namely Work Accidents (Y), with path analysis techniques. The



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following is a path analysis equation model to identify the relationship between latent variables and test the significance of the research hypothesis (Ghozali & Latan, 2015).

$$Z = \beta_1 X + \epsilon_1$$

$$Y = \beta_2 X + \beta_3 Z + \epsilon_2$$

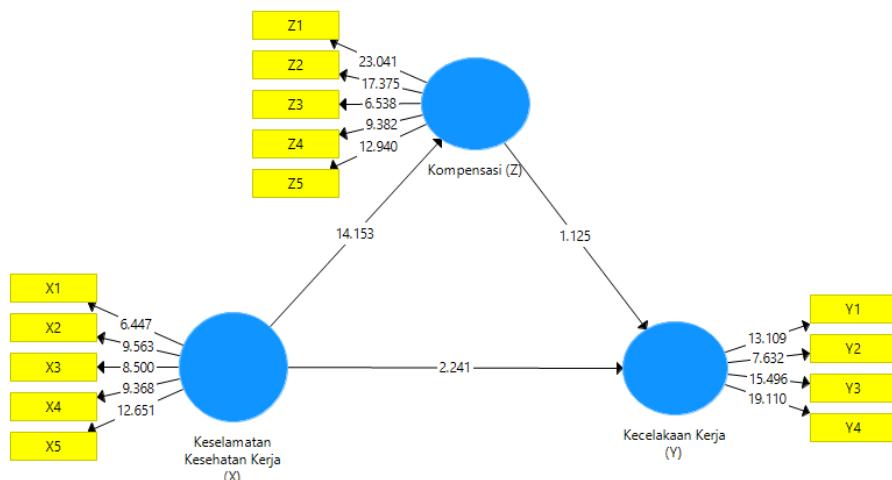
Description:

- $\beta_1, \beta_2, \beta_3$ is the path coefficient between the dependent and independent variables (Occupational Health Safety (OHS) (X) and Work Accidents (Y)).
- ϵ is the error value of the endogenous variable (Compensation (Z) and Work Accidents (Y)).

Researchers used a Likert scale measurement scale. Likert scale is a scale used to measure the perceptions, attitudes or opinions of a person or group regarding a social event or phenomenon (Erinsyah et al., 2024). This measurement scale has questions in the form of positive questions (Pranatawijaya et al., 2019). The scale was chosen using a 4-point scale from strongly disagree to agree strongly.

4. RESULT AND DISCUSSION

4.1 Result



Source: Processed by Researchers (2025)

Figure 4. Path Analysis Model

The following is a description of the path analysis model that has been evaluated so that there are coefficient values that show the direct and indirect effects between variables in this study.

Table 3. Loading Factor



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Work	Accident	Occupational	Health	Safety	Compensation (Z)
(Y)		(X)			
X1		0,718			
X2		0,746			
X3		0,732			
X4		0,786			
X5		0,745			
Y1	0,809				
Y2	0,783				
Y3	0,882				
Y4	0,777				
Z1			0,839		
Z2			0,841		
Z3			0,700		
Z4			0,754		
Z5			0,754		

Source: Processed by Researchers (2025)

In analyzing the results of this study, the first stage is to evaluate the measurement model to analyze the relationship between latent variables and their indicators. Based on the table above, the convergent validity of the measurement model shows a loading factor value of < 0.7 , so all data is valid, and all indicators have met convergent validity.

Table 4. Construct Reliability and Validity

Latent Variable	Composite Reliability	Cronbach's Alpha (CA)	Average Variance Extracted (AVE)
Work Accident (Y)	0,887	0,839	0,662
Occupational			
Health and Safety (X)	0,862	0,802	0,556
Compensation (Z)	0,885	0,838	0,608

Source: Processed by Researchers (2025)

The next measurement is to see the AVE value to describe the variance in the latent variable construct with the criteria for the $AVE > 0.7$. The table above shows that all constructs have a good measure of convergent validity. The next test is to conduct a reliability test with the criteria Composite Reliability (CR) and Cronbach's Alpha (CA) > 0.7 . The table above shows that Composite Reliability (CR) shows good results, namely work accidents (0.887), occupational health safety (0.862), and compensation (0.885). Cronbach's Alpha (CA) results show a good coefficient value where work accidents (0.839), occupational health safety (0.802), and compensation (0.838). The discriminant can predict



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indicators better than other constructs with the measurement model assessed based on cross-loading measurements on constructs that show the core measurement value is greater than the size of other constructs, so it is said that latent constructs differ. The following table show the results of cross-loading between indicators and their constructs.

Table 5. Cross Loading

	Work	OHS (X)	Compensation
	Accident (Y)	(Z)	
Preventive Police	0,366	0,718	0,509
Training and promotion,	0,494	0,746	0,497
Communication and Education	0,354	0,732	0,637
Planning of tasks and hazardous situations that may arise.	0,336	0,786	0,748
Periodic control and evaluation	0,742	0,745	0,564
Weak Controls	0,809	0,484	0,457
Underlying Causes	0,783	0,275	0,286
Direct Causes	0,882	0,423	0,465
Incidents and Losses	0,777	0,693	0,590
Social Security	0,598	0,671	0,839
Health Benefits	0,474	0,646	0,841
Retirement Benefits	0,424	0,448	0,700
Benefits beyond basic salary	0,376	0,564	0,754
Reward	0,413	0,734	0,754

Source: Processed by Researchers (2025)

Based on the data processing results above, it is concluded that the relationship between occupational safety and health constructs and their indicators has a greater value of 0.786 compared to other occupational health safety indicator constructs. The relationship between work accident constructs and their indicators has a greater value of 0.882 compared to other work accident indicator constructs. Then, the relationship between the compensation construct and its indicators has a greater value of 0.841 compared to other compensation indicator constructs. Based on the results of the analysis that has been carried out based on the suitability of the theory and previous research that has been done before, the following is a discussion of the findings of the problems in the study.

Hypothesis Testing of Direct Influence



Table 6. Cross Loading

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T (O/STDEV)	Statistics	P Values
OHS (X) ->						
Work Accident (Y)	0,437	0,488	0,195	2,241		0,025
OHS (X) ->						
Compensation (Z)	0,797	0,801	0,056	14,153		0,000
Compensation (Z) -> Work Accident (Y)	0,244	0,198	0,217	1,125		0,261

Source: Processed by Researchers (2025)

1. The role of Occupational Health Safety (OHS) on work accidents shows a path coefficient value of 0.437 and P Values of $0.025 < 0.050$, which means that the role of Occupational Health Safety (OHS) has a positive and significant effect on work accidents.
2. The role of Occupational Health Safety (OHS) on compensation shows a path coefficient value of 0.797 and P Values of $0.000 < 0.050$; it can be interpreted that Occupational Health Safety (OHS) has a positive and significant effect on compensation.
3. Compensation to work accidents shows a path coefficient value of 0.244 and P Values of $0.261 > 0.050$, meaning that compensation does not significantly affect work accidents.

Hypothesis Testing of Indirect Influence

Table 7. Cross-Loading

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T (O/STDEV)	Statistics	P Values
OHS (X) ->						
Compensation (Z) -> Work Accident (Y)	0,194	0,158	0,175	1,112		0,267

Source: Processed by Researchers (2025)

Indirectly, occupational safety and health have no significant effect on work accidents through compensation with a path coefficient value of 0.244 and P Values of $0.261 > 0.050$, which means that compensation has no significant effect on work accidents.



Table 8. R Square

	R Square	R Square Adjusted
Work Accident (Y)	0,421	0,409
Compensation (Z)	0,636	0,632

Source: Processed by Researchers (2025)

Another test output of the model is done by looking at the R-squared value, a goodness fit model test. Based on the results of the table above, it can be concluded that the effect of occupational safety and health (X) on work accidents (Y) gives an r-square value of 0.421, which can be interpreted that the occupational health safety variable can explain the work accident variable (Y) by 42.10%. In comparison, the rest is explained by other variables outside of this study. The effect of occupational safety and health (X) on compensation (Z) gives an r-square value of 0.636, which can be interpreted that the occupational safety and health variable can explain the compensation variable (Z) by 63.20%. In contrast, other variables outside of this study explain the rest.

4.2 DISCUSSION

Based on the test results, it can be concluded that Occupational Safety and Health (OHS) directly influences Work Accidents. The following details of the analysis and test results can be described.

The Role of Occupational Health Safety (OHS) Has a Significant Effect on Work Accidents in Online Motorcycle Taxi Drivers Goride PT Gojek Tokopedia in Surakarta

Based on the data processing results, variable X, namely Occupational Safety and Health (OHS), positively influences Work Accidents (Y) as evidenced by the P-value of 0.025 where < 0.05 . This value indicates that Occupational Health Safety (OHS) influences work accidents; this is relevant to the theory by HW Heinrich, which states that unsafe actions and unsafe conditions cause most work accidents. This theory emphasizes that the application of good Occupational Safety and Health (OHS) can reduce the occurrence of work accidents. The results of interviews conducted by researchers with respondents in the context of PT Gojek Tokopedia guide online motorcycle taxi drivers in Surakarta. The application of OHS at PT Gojek Tokopedia includes using safety equipment such as standardized helmets, protective jackets, and occupational health safety training before becoming an online motorcycle taxi driver.

The Role of Occupational Health Safety (OHS) Significantly Affects Compensation in Online Motorcycle Taxi Drivers GoRide PT Gojek Tokopedia in Surakarta

Based on the results of data processing, there is a positive influence of variable X, namely Occupational Safety and Health (OHS), on Compensation (Z), as evidenced by the P-value of $0.000 < 0.05$. This value is relevant to research by Saputro and Prihatini (2020). The compensation system policy of a company shows that the higher the company's compensation, the higher the awareness of safety and health. Based on the results of an interview with one of Goride's online motorcycle taxi drivers in Surakarta, it was explained that PT Gojek Tokopedia has health insurance that drivers can optionally have in the form of BPJS Health.



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Compensation Does Not Mediate the Role of Occupational Safety and Health on Occupational Accidents in Goride online motorcycle taxi drivers PT Gojek Tokopedia in Surakarta

The data processing results show that variable X, Occupational Safety and Health (OHS), positively influences Occupational Accidents through Compensation (Z). However, it is insignificant, as evidenced by the P-value of 0.261, where $0.261 > 0.05$. This value indicates that compensation does not mediate the relationship between Occupational Safety and Health (OHS) and Work Accidents in Gojek online motorcycle taxi drivers in Surakarta. In other words, although there is an influence between OHS and work accidents, compensation does not significantly strengthen or weaken the relationship. This can be caused by several factors, such as the driver's perception of the compensation provided. Suppose the compensation received is insufficient to cover work risks or recovery costs due to accidents. In that case, compensation will not be a factor that mediates the influence of OHS on work accidents. This is in line with the results of interviews with GoRide online motorcycle taxi drivers, who stated that PT Gojek Tokopedia is only able to provide compensation if the driver carries passengers, so it is necessary to evaluate the company in providing compensation to PT Gojek Tokopedia's goride online motorcycle taxi drivers. In addition, the incentive system based on the number of orders may have more influence on driver work behaviour than compensation directly related to work safety aspects. Thus, these results indicate that improving occupational safety and health is more effective in reducing accidents than compensation factors. Therefore, the main focus in reducing the number of work accidents should remain on implementing and supervising stricter OHS policies for online motorcycle taxi drivers goride PT Gojek Tokopedia in Surakarta.

5. CONCLUSION & SUGGESTION

Based on the research results and discussion reviewed previously, it can be concluded from the research on "The Role of Occupational Health Safety (OHS) on Work Accidents with Compensation as a Mediating Variable" that it is as follows.

1. Occupational Health Safety (OHS) significantly affects work accidents in an online motorcycle taxi drivers goride PT Gojek Tokopedia in Surakarta.
2. Occupational Health Safety (OHS) significantly affects compensation for online motorcycle taxi drivers goride PT Gojek Tokopedia in Surakarta.
3. Compensation as a mediating variable does not significantly affect Occupational Health Safety (OHS) in work accidents in an online motorcycle taxi driver's guide, PT Gojek Tokopedia in Surakarta.

Based on the research results, several recommendations have been made to improve work safety for online taxi drivers. To minimize the risk of work accidents, various parties must make improvements, including online taxi service provider companies, the government, and the drivers themselves. The suggestions that can be given are as follows:

1. Online transportation service provider companies must improve Occupational Safety and Health (OHS) programs by organizing more comprehensive and routine safety training for drivers to increase awareness and compliance with safety procedures.



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2. Compensation policies need to be adjusted to the work risks faced by drivers, including increasing insurance coverage and providing incentives for disciplined drivers to implement safety protocols.
3. Local governments can cooperate with online transportation service companies to improve road infrastructure and provide adequate safety facilities to reduce the risk of work accidents.
4. Further research is needed with a larger sample size and more diverse methods to obtain more accurate results on the factors affecting the work accidents of online drivers..

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