

Analysis of Occupational Safety, Health, and Work (K3) on Improving Employee Performance Productivity at PT. Indomarco Prismatama in Campang Raya Bandar Lampung

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Abstract

This study aims to determine the Influence of Occupational Safety, Health, and Occupational Health (K3) on Increasing Employee Performance Productivity. Every company wants to increase the productivity of its employees' performance. Employee performance productivity is influenced by occupational safety, health, and K3. A study was conducted by PT to analyze occupational safety, health, and K3 on employee performance productivity. Indomarco Prismatama in Campang Raya Bandar Lampung. This study uses a quantitative method. The population is employees of PT. Indomarco Prismatama. The population consists of 56 employees. The sampling technique uses a census. The sample of this study was 56 employees. The data collection technique is a questionnaire. Data were analyzed by multiple linear regression. The results of this study indicate that occupational safety, health, and K3 have a significant effect on employee performance and productivity. However, these variables affect work productivity. So that PT. Indomarco Prismatama in Campang Raya Bandar Lampung can improve occupational safety, health, and K3 because these variables have a significant effect on employee performance and productivity.

Keywords: *Employee Safety; Health; Productivity Performance*

INTRODUCTION

Human resource management is one of the most valuable elements for a company and is the main foundation in efforts to achieve the goals or business objectives that have been set. The company and human resources are two components that have an interrelated relationship. On the one hand, the company was founded to obtain maximum profit, on the other hand, employees have certain expectations and needs that can be met by the company, so that they get satisfaction.

Realizing the importance of Human Resources for the survival and progress of the company, the company must pay special attention and it is only natural that the company views human resources, especially employees in the company itself so that they can be fair to what human resources have given to the company, because every employee has the right to receive appreciation and fair treatment from the company in return for the services they provide, so that employees feel satisfied and can encourage employees to be more motivated in working.

Many companies are trying to increase employee productivity by increasing employee satisfaction, one of which is PT. Indomarco Prismatama Campang Raya Bandar Lampung. This company is the first company engaged in the franchise sector. The very rapid development makes this company need a lot of workers. With quite a lot of outlets, the company must supply merchandise for all outlets from the Indomaret Distribution Center. This certainly requires quite a lot of workers.

Job satisfaction is influenced by occupational safety and health (K3). Occupational health and safety is a condition where workers feel safe and comfortable, with the conditions and equipment in the workplace. Bangun (2018) stated that Occupational health and safety is protection for what workers experience, both physically and mentally in their work environment. K3 is a company's effort to provide support for every activity carried out by employees. The existence of K3 guarantees in working will provide a sense of security that allows employees to work by the procedures or provisions set by the company so

that job satisfaction can be realized. According to Mangkunegara (2017), job satisfaction is a feeling that supports or does not support the employee's self-related to his work or his condition. An employee usually does work in an organization to get job satisfaction.

K3 that occurred at PT. Indomarco Prismatama is the uneven distribution of work equipment provided. The existence of good work equipment certainly functions to protect its employees to ensure the safety of employees who work. PT. Indomarco Prismatama has provided quite good work equipment, but the uneven provision of personal protective equipment such as safety shoes can make employees feel less cared for in the company. This can reduce the level of satisfaction in employees.

So with this, the researcher wants to raise safety, health, and work (K3) on employee performance of PT. Indomarco Prismatama Campang Raya Bandar Lampung. To find out how important the implementation of Health, Safety, Work (K3) is to employee performance. Based on the background above, the researcher is interested in raising the research title "Analysis of Safety, Effect of Occupational Health and Safety (K3) on Improving Employee Performance Productivity at PT. Indomarco Prismatama in Campang Raya Bandar Lampung".

LITERATURE REVIEW

Work safety

The definition of each K3 is conveyed by (Saputra et al., 2023) that occupational safety is the guarantee of the entire work environment that causes the safety of employees who are physically and psychologically healthy, and occupational safety can be interpreted as avoiding things that cause physical and mental disturbances to employees when carrying out work. From this understanding, it is concluded that (K3) is an effort to prevent the possibility of work accidents, occupational diseases, fires, explosions, and environmental pollution. According to Mangkunegara (Anjani et al., 2023) there are five indicators of K3, namely: (1) Condition of the work environment; (2) Air conditioning; (3) Lighting regulation; (4) Use of work equipment; (5) Physical and mental condition of workers. Safety is a thought and effort to ensure the integrity and perfection of both the body and soul. By ensuring occupational safety, employees can do safe and comfortable work. Work can be declared safe if whatever the worker does, the risks that may arise can be avoided. Work will be said to be comfortable if the workers concerned can do the work with a sense of comfort and at home so that they do not get tired easily (Sucipto, 2020). Continued by a (Nissa & Amalia, 2018). The main objective of occupational safety is to provide as much as possible a guarantee of safe and healthy working conditions to every employee and to protect its human resources.

Occupational Health

Occupational health programs are important and need to be considered by the company. A good occupational health program is carried out by taking preventive measures against the emergence of diseases and in the form of overcoming diseases caused by the work process. According to Moenir (2022), occupational health is "An effort and condition that allows a person to maintain their health condition at work. Meanwhile, according to Soepomo (2022), "Occupational health is the rules and efforts to protect workers from labor events or conditions that are detrimental to health and morality in a person doing work in an employment relationship. Mathis (2022) explains that occupational health refers to physical, mental, and emotional stability in general. A healthy person is free from disease, injury, and mental and emotional problems that can interfere with normal human activities in general. Based on the opinion above, it is concluded that occupational health is an effort and rules to maintain labor conditions from events or conditions

Which is detrimental to health and morality, whether a perfect physical, mental, or social condition so that a person can work optimally.

Performance Productivity

Work productivity is a concrete result produced by an individual or group, during a certain time in a work process. Work productivity shows the level of efficiency of the process of producing from the resources utilized, of better quality with joint efforts. Productivity in the technical sense refers to the degree of effectiveness and efficiency in the utilization of various resources. Productivity is defined as the efficiency in producing output or the ratio of output to input (Saputra, 2021). It is the relationship between the quality produced and the amount of work done (Sinungan, 2020). Can imply a problem for effectiveness and efficiency (Robbins and Judge, 2021). The level of employee performance productivity can be

measured through (1) Use of time, including speed of work time, savings of work time, discipline of work time, and absenteeism rate; (2) Output, namely the results of employee production obtained according to the products desired by the company.

Research Hypotheses

The Influence of Occupational Safety on Employee Performance Productivity

According to Saputra et al. (2023), occupational safety refers to the assurance of the entire work environment that ensures the safety of employees, leading to both physical and psychological health. Occupational safety can be interpreted as the avoidance of factors that disturb employees physically and mentally while performing their jobs.

The research by Suryani (2018) states that based on data processing and analysis, hypothesis testing, and discussion of research results, occupational safety, both partially and simultaneously, has a significant effect on employee performance productivity. Thus, the hypothesis can be formulated as follows:

H1: Occupational safety has a positive and significant effect on employee performance productivity at PT. Indomarco Prismatama in Campang Raya, Bandar Lampung.

The Influence of Occupational Safety on Employee Performance Productivity

A workplace health program is an important aspect that needs to be considered by the company. A good workplace health program involves preventive measures against diseases and tackling diseases caused by work processes. According to Moenir (2022), workplace health refers to "an effort and condition that allows a person to maintain their health while working." Meanwhile, according to Soepomo (2022), "workplace health refers to the regulations and efforts to protect workers from events or conditions that are detrimental to health and morality while working within

The research by Soepomo (2022) reveals that based on data processing and analysis, hypothesis testing, and discussion of research results, workplace health, both partially and simultaneously, has a significant effect on employee performance productivity. Therefore, the hypothesis can be formulated as follows:

H2: Workplace health has a positive and significant effect on employee performance productivity at PT. Indomarco Prismatama in Campang Raya, Bandar Lampung.

The Influence of Occupational Safety on Employee Performance Productivity

Work productivity is the concrete output produced by individuals or groups over a certain period in a work process. Work productivity indicates the level of efficiency in utilizing resources, producing better quality outcomes through collective efforts. Technically, productivity refers to the degree of effectiveness and efficiency in utilizing various resources. Productivity is defined as the efficiency in producing output or the ratio of output compared to input (Saputra, 2021). Providing proper occupational safety and health (K3) is expected to increase employee work productivity. Employees with high work productivity will be more responsible for their jobs and will have a positive impact on their feelings toward their work.

The research by Soepomo (2022) states that based on data processing and analysis, hypothesis testing, and discussion of research results, occupational safety and health, both partially and simultaneously, have a significant effect on employee performance productivity. Thus, the hypothesis can be formulated as follows:

H3: The influence of occupational safety and health together has a significant effect on employee performance productivity at PT. Indomarco Prismatama in Campang Raya, Bandar Lampung.

Based on the description above, to clarify the variables that influence employee performance productivity in this study, the researcher will propose the following framework of thought:

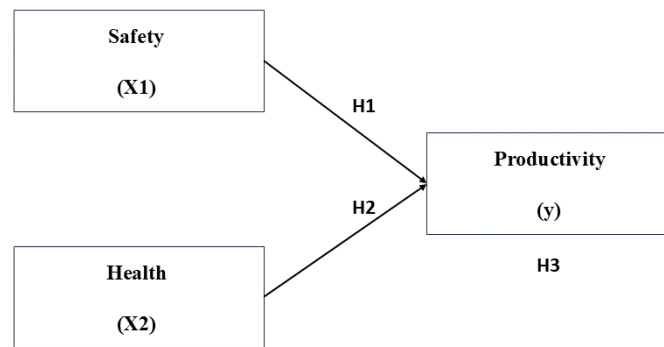


Figure 1. Framework of Thought

METHODS

This study uses a quantitative method with a positivistic philosophy, with random sampling, data collection using research instruments, and quantitative data analysis to test the established hypothesis (Rony, 2017). The population in this study were all employees of PT. Indomarco Prismatama in Campang Raya Bandar Lampung, totaling 56 people. Data sampling was carried out using the non-probability sampling method with a saturated sample technique (Sugiyono, 2019). The sample of this study was the entire population of PT. Indomarco Prismatama in Campang Raya Bandar Lampung.

A validity Test is a requirement for a measuring instrument or research instrument to be considered valid if the calculated r value $>$ r table at a significance of 0.05 (Ghozali, 2020). The Cronbach's Alpha method is used to evaluate the reliability of the questionnaire, if the Cronbach's alpha coefficient $>$ 0.60 the instrument is declared reliable (Ghozali, 2020). The questionnaire was filled out by 56 respondents with a Likert scale for instrumental measurement. The data was processed using SPSS 25, involving multiple linear regression tests and correlations to analyze the variable tests.

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + e$$

Explanation:

- Y = Dependent Variable (Employee Performance Productivity)
- a = Constant Value
- $\beta_{1,2}$ = Regression Coefficients 1 and 2
- X1 = Occupational Safety
- X2 = Occupational Health
- e = Error Term

RESULTS AND DISCUSSION

Results

The t-test is used to test whether an independent variable affects the dependent variable. The results of the partial hypothesis test (t-test) are as follows:

Table 1. Partial Test Results (T-Test)

T- count value	T-Table	Sig	Conclusion
6.318	2.005	.000	Significance
5.002	2.005	.000	Significance

Source: SPSS data processing results, 2024.

Based on Table 1. above, the research shows that there is a relationship between the independent variables, namely Safety and Health, and the dependent variable, which is employee performance productivity. From the partial T-test, it shows that the t-value (6.318) $>$ t-table (2.005), with a significance level of $0.000 < 0.05$, proving that work safety has a positive and significant effect on employee performance productivity. And for the work health variable, the t-value (5.002) $>$ t-table (2.005) with a significance level of $0.000 < 0.05$, proves that health has a positive and significant effect on employee performance productivity. This research is supported by studies from Efendi (2020), Jackson (2022), and Bagus (2019) which state that occupational safety and health have a positive and significant impact on employee productivity.

Table 2. Results of Simultaneous ANOVAa Test
 ANOVA^a

T- count value	T-Table	Sig	Conclusion
822,926	3,17	.000	Significance

Source: SPSS data processing results, 2024

f value The table is determined by the formula $df\ 1 = k - 1$ and $df\ 2 = n - k$, then $df\ 1 = 3 - 1$, and $df\ 2 = 56 - 3$, $2: 53 = 3.17$, so the f-table value used is 3.17. In the table results above, it is known that the f-count value is $822.926 > 3.17$ (f-table) with a sig. value of $0.000 < 0.05$ (a) or significant value. So it can be said that simultaneously occupational safety and health and work discipline affect employee performance productivity. This research is supported by studies from Munandar (2019), Jackson (2022), and Bagus (2019) which state that occupational safety and health have a positive and significant impact on employee productivity.

From the partial T-test, it shows that the t-value (6.318) > t-table (2.005), with a significance level of $0.000 < 0.05$, proving that work safety has a positive and significant effect on employee performance productivity. For the work health variable, the t-value (5.002) > t-table (2.005) with a significance level of $0.000 < 0.05$, proving that health has a positive and significant effect on employee performance productivity.

The idea is that by paying attention to good occupational safety and health, it can provide job satisfaction for employees. Employees who feel satisfied will be able to perform their duties optimally, and their work productivity will also improve. This study is in line with Munandar's (2019) research, which states that occupational safety and health influence employee performance productivity. This, of course, shows that providing proper occupational safety and health will serve as a motivation for employees, which in turn will increase their work productivity.

Table 3. R Square (R²)

Correlation Value (R)	Adjusted R Square (R ²)
0,735	0,540

Source: SPSS data processing results, 2024

Table 3. Based on the Coefficient of Determination, the Adjusted R Square (R²) coefficient value was obtained at 0.540, which indicates that employee performance productivity (Y) is influenced by Occupational Safety and Health by 54%, while 46% is influenced by other factors outside of this research variable.

Discussion

Data analysis shows that occupational safety has a significant effect on increasing employee productivity at PT. Indomarco Prismatama in Campang Raya, Bandar Lampung. This study aims to examine and prove the influence of occupational safety on employee productivity. Good occupational safety, which includes a safe working environment, contributes to increased productivity. These findings are consistent with Munandar's (2019) research, which emphasizes the importance of proper occupational safety standards implementation.

Data analysis shows that occupational health has a significant effect on increasing employee productivity at PT. Indomarco Prismatama in Campang Raya, Bandar Lampung. This study aims to examine the impact of occupational health on employee productivity. Good occupational health, which includes a safe working environment, contributes to increased productivity. These findings are consistent with Munandar's (2019) research, which emphasizes the importance of proper occupational health standards implementation.

The simultaneous test results show that safety and health together have a significant effect on employee productivity. This indicates that both variables have a complex influence on productivity. Good occupational safety and health can help improve performance.

CONCLUSION

The results of data analysis show that the variables of occupational safety and health have a positive and significant influence on employee performance at PT. Indomarco Prismatama in Campang Raya, Bandar Lampung. It can be interpreted that a high level of safety and health at work can improve some damaged facilities. This is crucial for the company to address so that employees can work safely and

comfortably, which in turn encourages an increase in employee performance within the company.

The analysis results show that occupational safety and health collectively have an impact on employee performance at PT. Indomarco Prismatama in Lampung Raya, Bandar Lampung. From the overall results, it can be concluded that all aspects of employee performance play an important role, starting from the indicators of quality, quantity, timeliness, and effectiveness. These four indicators indicate that there are still some employees who do not fully meet their obligations as workers, leading to a decrease in the level of productivity that should be achieved.

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