

The Influence of Occupational Safety and Health On Employee Job Satisfaction at PT

*Stefanus Reinati, Surayskus Paulus Liu
Universitas Persatuan Guru 1945 NTT

doi: <https://doi.org/10.37745/bjmas.2022.0405>

Published January 18 2023

Citation: Reinati S. and Liu S.P. (2024) The Influence of Occupational Safety and Health On Employee Job Satisfaction at PT, *British Journal of Multidisciplinary and Advanced Studies: Health and Medical Sciences* 5 (1),1-10

ABSTRACT: *This research is entitled "The Influence of Occupational Safety and Health on Employee Job Satisfaction at PT. Hasrjar Abadi Kupang Branch "The problem of this research is whether there is a positive and significant influence of safety (X1) and occupational health (X2) partially or simultaneously on Employee Job Satisfaction at PT. Eternal Passion Kupang Branch. In this research the author used data collection methods sourced from primary data and secondary data as well as interview and questionnaire data collection techniques, then the data analysis technique used was Multiple Linear Regression. The results of the analysis show that safety (X1) and occupational health (X2) have a positive but not significant influence together on employee job satisfaction (Y) at PT Hasrjat Abadi Kupang Branch. The results of multiple determination (R^2) = 0.0961 or 9.61%, meaning that changes in employee job satisfaction are influenced by safety (X1) and occupational health (X2) together amounting to 9.61%, while the remaining 90.39 % influenced by other factors not discussed in this study.*

KEYWORDS: Safety, Health, Job Satisfaction

INTRODUCTION

Entering trade in the era of globalization, companies are required to work as optimally as possible in producing quality products, products that are up to date, or in accordance with world developments, the interests or tastes of consumers as users of the products produced both now and in the future.

To produce quality products, it must be supported by the availability of quality human resources as the driving force in all company activities. Human resources are one of the production factors besides other production factors which play a very important role in the company.

Quality human resources will be able to work well, produce quality products according to company goals, and be able to minimize errors in carrying out tasks.

In carrying out company activities we cannot be separated from the threat of accidents which often occur, as a result of negligence on the part of the employees themselves and outside the employees. For this reason, companies must anticipate every situation that endangers employees while working, so serious attention is needed from both the government, the company itself and the employees themselves.

One program that cannot be ignored by companies is the occupational safety and health (K3) program for employees, this is important because employee activities always come into contact with machines and other production equipment where fires, explosions, pollution and other reasons often occur. Thus, based on Republic of Indonesia Government Regulation Number 50 of 2012 concerning the Implementation of an Occupational Safety and Health Management System, it can be used as a reference for protecting workers, companies and businesses from the dangers of accidents and illnesses caused by work and the work environment.

The higher the quality of guarantees regarding occupational safety and health, the higher the quality of work of employees in completing all their tasks and responsibilities well, on time, in the right amount according to the company's expectations, both short and long term.

If the K3 program can be implemented well, employee job satisfaction will be realized as a result of feeling comfortable at work. According to Handoko (2010:193) job satisfaction is a pleasant or unpleasant emotional state with which employees view their work.

PT. Hasrjat Abadi Kupang Branch is a company that implements a K3 program for existing employees but it has not been implemented optimally as a result of which employees do not stay and choose to look for work in other places, either similar companies or other companies. The formulation of the problem of this research is whether there is a positive and significant influence on occupational safety and health on job satisfaction simultaneously at PT. Kupang Branch's Everlasting Desire? The aim of this research is to determine the influence of occupational safety and health on job satisfaction simultaneously at PT. Hasrjat Abadi Kupang Branch.

LITERATURE REVIEW

Understanding Work Safety

"Occupational safety refers to conditions that are safe or safe from suffering, damage or loss in the workplace" (Mangkunegara, 2001:161). "Occupational safety is safety related to machines, aircraft, work tools, materials and processing processes, workplace grounds and the environment as well as ways of doing work" (Suma'mur, 2001: 104).

Objectives of the Work Safety Program

Companies need to maintain work safety for their employees because the objectives of work safety programs (Suma'mur, 1993:1) include the following:

1. Protect workers' rights to safety in carrying out work for the welfare of life and increasing national production and productivity.
2. Ensure the safety of everyone else in the workplace.
3. Production resources are maintained and used safely and efficiently

Work safety requirements

Companies must also maintain employee safety in the work environment and work safety requirements are as follows:

1. Prevent and reduce accidents.
2. Prevent, reduce and extinguish fires
3. Prevent and reduce the danger of explosions.
4. Provide an opportunity or way to escape during a fire or other dangerous incidents.
5. Provide assistance in accidents.
6. Provide protective equipment to workers.
7. Prevent and control the emergence or spread of temperature, humidity, dust, dirt, smoke, steam, gas, gusts of wind, weather, light or radiation, sound and vibration.
8. Prevent and control the emergence of occupational diseases, both physical and psychological, poisoning, infection and contagion.
9. Obtain sufficient and appropriate lighting.
10. Provide sufficient air freshening.
11. Maintain cleanliness, health and order.
12. Obtain cleanliness between workers, work tools, environment, work methods and processes.
13. Secure and expedite the lifting of people, animals, plants or goods.
14. Secure and maintain all types of buildings.
15. Secure and maintain loading and unloading work, handling and storing goods
16. Prevent exposure to electricity.

Understanding Occupational Health

According to Moenir (1983: 207), what is meant by occupational health is "an effort and condition that allows a person to maintain his or her health condition at work".

An occupational health program refers to conditions that are free from physical, mental, emotional or pain disorders caused by the work environment. Health risks are factors in the work environment that work beyond the specified time period, an environment that can cause emotional stress or physical disorders (Mangkunegara, 2001: 161).

Factors that influence health programs

The physical program created by the company should consist of one or all of the following elements (Ranupandojo and Husna, 2002:263):

1. Health examination when the employee is first hired.
2. Periodic overall inspection of key employees.
3. Periodic voluntary health checks for all employees.
4. Availability of sufficient media equipment and staff.
5. Providing systematic attention to prevent tension problems.
6. Systematic and periodic inspection of good sanitation requirements.

Understanding Job Satisfaction

According to Robbins (2001:179) job satisfaction is an individual's general attitude towards their work. According to Handoko (2010:193) job satisfaction is a pleasant or unpleasant emotional state with which employees view their work. According to Hasibuan (2010:202) job satisfaction is an emotional attitude that is pleasant and loves one's job.

Factors that influence employee job satisfaction

Several experts argue about the factors that influence job satisfaction. Job satisfaction factors according to Greenberg & Baron (1995:24). there are 2 factors, namely:

1. Organizational factors:
 - a. Payroll system
 - b. Quality of supervision
 - c. Decentralization of power
 - d. Work level and social drive
 - e. Enjoyable working conditions
2. Personal Factors
 - a. Personality variables
 - b. Status and seniority
 - c. Jobs that match your interests
 - d. Life satisfaction

Furthermore, Robbins (1998:34) explains several factors that influence job satisfaction, including:

1. Work challenges
2. Fair salary system.
3. Supportive working conditions.
4. Supportive coworkers.

Aspects of job satisfaction

According to Spector (1997:86), there are two aspects of job satisfaction, namely intrinsic and extrinsic factors.

1. Job aspects in intrinsic factors include;

- a. Activity is the extent to which the work can keep the individual busy.
- b. Independence is the authority to be able to work alone.
- c. Variety is an opportunity to do different work.
- d. Social status is the wider community's recognition of work status.
 - e. Moral values are work that is not related to anything that could disturb one's conscience.
- f. Security is the job certainty provided.
 - g. Social service is an opportunity to help others with tasks
- h. Authority is having power over other people.
- i. Ability utilization is the opportunity to use existing abilities.
- j. Responsibility is responsibility in making decisions and actions.
- k. Creativity is the freedom to express new ideas.
- l. Achievement is the feeling you get when completing a task.
2. Work aspects included in extrinsic factors, namely:
 - a. Compensation is the amount of reward or wages received.
 - b. Advancement is an opportunity to get a promotion
 - c. Coworkers is how good the relationship between co-workers is.
 - d. Human relations supervision is a superior's ability to establish interpersonal relationships.
 - e. Technical supervision is a supervisor's ability or skill regarding everything related to work.
 - f. Company policies and practices are how far the company pleases its workers.
 - g. Working conditions are work conditions such as working hours, temperature, office equipment and work location.
 - h. Recognition is praise received when completing good work.

Research hypothesis

The hypothesis in this research is that it is suspected that there is a significant positive influence on occupational safety and health on PT job satisfaction. Hasrjat Abadi Kupang Branch

Decision Making Rules: The decision-making rules for analyzing the influence of the independent variables, namely safety (X1), occupational health (X2), on the dependent variable, namely satisfaction (Y), either partially or simultaneously, are as follows:

$H_0 : b = 0$; This means that there is no influence between safety (X1), occupational health (X2) on employee satisfaction (Y) at PT. Hasrjat Abadi Kupang Branch, simultaneously.

$H_a : b \neq 0$; This means that there is an influence between safety variables (X1), occupational health (X2) on employee job satisfaction (Y) at PT. Hasrjat Abadi Kupang Branch, both simultaneously.

Research methods

Location of research

The location of this research is centered on PT. Hasrjat Abadi Kupang Branch

Research Population and Sample

The population in this research is all employees of PT. Hasjart Abadi Kupang Branch numbered 48 people including 1 leader as a key informant. Meanwhile, the samples in the research were 24 people taken using proportional sampling techniques (Sugiono, 2010: 96)

Data analysis technique

To analyze the data in order to answer existing problems, multiple linear regression analysis is used, this is used to analyze the influence of the independent variables, namely safety (X1) and occupational health (X2) with the dependent variable, namely job satisfaction (Y). multiple linear regression model as follows:

Where :

Y = Performance

a = constant

b1 b2 = regression coefficient

X1 = Work Safety

X2 = Occupational Health

RESEARCH RESULTS AND DISCUSSION

Description of research variables

1. Work Safety

Work Safety is an activity to ensure employees work comfortably in the office/institution every day.

2. Effects of Occupational Health

Occupational health is an activity to ensure the health of employees from work-related diseases.

3. Job Satisfaction Variable

Job satisfaction is a pleasant situation or condition from the work done by employees

To answer the problems in this research, data obtained through research instruments is as shown in the following table:

Table 1

Safety (X1) and Occupational Health (X2) and Employee Job Satisfaction (Y)

No Respondent	X ₁	X ₂	Y	X ₁ ²	X ₂ ²	Y ²	X ₁ Y	X ₂ Y	X ₁ X ₂
1	12	12	12	144	144	144	144	144	144
2	12	12	13	144	144	169	156	156	144
3	14	13	15	196	196	225	210	195	182
4	15	14	15	225	196	225	210	210	210
5	12	14	14	144	196	196	168	196	168
6	12	13	13	144	169	169	156	169	156
7	14	15	14	196	225	196	196	210	210
8	14	13	14	196	169	196	196	182	182
9	14	12	16	196	144	256	224	192	168
10	14	12	15	196	144	225	210	180	168
11	12	12	12	144	144	144	144	144	144
12	12	12	12	144	144	144	144	144	144
13	12	12	13	144	144	169	156	156	156
14	13	12	13	169	144	169	169	156	156
15	13	12	13	169	144	169	169	156	156
16	12	14	14	144	196	196	168	196	168
17	12	12	14	144	144	196	168	168	144
18	14	15	14	196	225	196	196	210	210
19	14	12	14	196	144	196	196	168	168
20	15	13	15	225	169	225	210	195	195
21	14	13	16	196	169	256	224	208	182
22	12	12	14	144	144	196	168	168	144
23	12	12	14	144	144	196	168	168	144
24	11	14	14	121	196	196	154	196	154
∑	308	307	333	4.061	3.978	4.649	4.304	4.267	3.997
Everage	12,83	12,79	13,86						

Source: Research Data in Sports, 2023

Simultaneous test, to determine the effect of work safety (X1), health (X2) on job satisfaction (Y), the following calculation is carried out:

$$\begin{aligned}
 b_1 &= \frac{(\sum X_1 Y)(\sum X_2 Y) - (\sum X_1 X_2)(\sum X_2 Y)}{(\sum X_1^2)(\sum X_2^2) - (\sum X_1 X_2)^2} \\
 &= \frac{(4.304)(4.267) - (3.997)(4.267)}{(4.061)(3.978) - (3.997)^2} \\
 &= \frac{18.365.168 - 17.055.199}{16.365.168 - 15.978.001}
 \end{aligned}$$

$$\begin{aligned}
 &= \frac{16.154.658 - 15.976.009}{178.649} \\
 b_1 &= 7,33 \\
 b_2 &= \frac{(\sum X_2 Y)(\sum X_1^2) - (\sum X_1 X_2)(\sum X_1 Y)}{(\sum X_1^2)(\sum X_2^2) - (\sum X_1 X_2)^2} \\
 &= \frac{(4.267)(4.061) - (3.997)(4.304)}{(4.061)(3.978) - (3.997)^2} \\
 &= \frac{17.328.287 - 17.203.088}{16.154.658 - 15.976.009} \\
 &= \frac{125.199}{178.649} \\
 b_2 &= 0,70 \\
 b_0 &= Y - b_1 X_1 - b_2 X_2 \\
 &= 13,86 - (7,33)(12,83) - 0,70(12,79) \\
 &= 13,86 - 94,04 - 8,95 \\
 b_0 &= - 89,99
 \end{aligned}$$

From these data the following results can be obtained: $Y = - 89.99 + 7.33X_1 + 0.70X_2$. The results of these calculations mean that:

$b_0 = - 89.99$, meaning that if safety (X_1) = 0 and health (X_2) = 0 then the average employee job satisfaction (Y) will decrease by 89.99 units

$b_1 = 7.33$ meaning that if safety (X_1) increases, while health remains (X_2), then the average employee job satisfaction (Y) will increase by 7.33 units

$b_2 = 0.70$ means that if occupational health (X_2) increases 1 time, while safety (X_1) = 0 then the average employee job satisfaction (Y) will increase by 0.70 units

Significance Test

To test the hypothesis whether there is a significant influence between safety (X_1) and occupational health (X_2) on employee job satisfaction (Y), a significance test is carried out using the following formula:

$$\begin{aligned}
 R_y(1,2) &= \frac{b_1 \sum X_1 Y + b_2 \sum X_2 Y}{\sum Y^2} \\
 &= \frac{(7,33)(4.304) + 0,70(4.267)}{333^2} \\
 &= \frac{31.548,32 + 2.986,90}{110.889} \\
 &= \underline{\underline{34.535,22}}
 \end{aligned}$$

110.889

 $R_{xy} = 0,31$

The next step is to analyze the determinant coefficients. This analysis is intended to measure the closeness of the relationship. The determinant coefficient R^2 is a number that shows the magnitude of the influence of the independent variable on the dependent variable. The value of the determinant coefficient is between 0 and 1 ($0 < R^2 < 1$), if the determinant value is closer to 1 it means it is said to be good. For this reason, the following determinant analysis will be carried out:

$$\begin{aligned} R^2 &= (R_{xy})^2 \\ &= (0,31)^2 \\ &= 0,0961 \end{aligned}$$

From the calculation results of the determinant coefficient $R^2 = 0.0961$, meaning that safety (X1) and occupational health (X2) together have an influence of 0.0961 or 9.61%, while the remaining 90.39% is influenced by factors that in was not examined in this study. The relationship between safety (X1), occupational health (X2) together and employee job satisfaction (Y) is classified as having a positive relationship. Next, to find out whether the sample test results can be applied to the entire population or not, a multiple significance test is carried out as follows:

$$\begin{aligned} F &= \frac{R^2 (N - m - 1)}{m (1 - R^2)} \\ &= \frac{0,09 (24 - 2 - 1)}{2 (1 - 0,09)} \\ &= \frac{2,07}{1,82} \\ F &= 1,14 \end{aligned}$$

Based on the calculation above, $F_{count} = 1.14$. This price is then consulted with the F table with d_k in the numerator m or the number of predictors 2 and d_k in the denominator $(N-m-1) = 21$, then we obtain $\alpha = 5\%$: $F_{table} = 3.47$ and for $\alpha = 1\%$ = 5.78: $F_t = 5.78$ so the conclusion can be drawn that F_{count} is smaller than F_{table} ($1.14 < 3.47$) at an error rate of 5% while the error rate is 1% ($1.14 < 5.78$) but the calculated F value is positive. Therefore then the hypothesis H_0 is rejected and H_a is accepted but cannot be applied to the existing population but only to the sample studied.

CONCLUSION

Based on the results of the research and discussion, several conclusions can be put forward as follows:

1. Safety (X1) and occupational health (X2) simultaneously or together have a positive but not significant influence on employee job satisfaction (Y) at PT. Eternal Passion Kupang.
2. The results of the significance test show that the calculated F is smaller than the F table at an error rate of 5% ($1.41 < 3.47$). Thus, the results of this study cannot be generalized to the existing population but only to the sample studied.

REFERENCES

- Greenberg, J & Baron, R.A. 1995. *Behaviour In Organization Understanding and Managing The Human Side Of Work*. 5th ed. Englewood Cliffts, New Jersey: Prentice Hall International, Inc.
- Handoko,T.Hani. 2010. *Manajemen Personalia dan sumber Daya Manusia*. Yogyakarta: Lerety.
- Hasibuan, Malayu S.P. 2010. *Manajemen sumber Daya Manusia* (Edisi Revisi). Jakarta: Bumi Aksara.
- Moenir, A.S, 1983. *Pendekatan Manusia* Mangkunegara, A. Anwar Prabu. 2001. *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT Remaja Rosdakarya.
- dan Organisasi Terhadap Pembinaan Kepegawaian*. Jakarta: Gunung Agung.
- Nasution S. 2010. *Metode Research*. Jakarta: Bumi Aksara.
- Ranupandojo & Husnan Suad. 2002. *Manajemen Personalia*. BPFE, Yogyakarta.
- Robbins, Stephen P. 1998. *Organizational Behaviour Concepts, Controversies, Applications*. 8th ed. New Jersey: Prentice-Hall International, Inc.
- Robbins, Stephen P dan Coulter, Mary. 2001. *Manajemen* (edisi 7) Penerbit PT. Indeks group gramedia.
- Soeprihanto John. 1996. *Manajemen Personalia*, BPFE Yogyakarta. Spector, P.E. 1997. *Job Satisfaction : Application, Assesment, Causes and Consequences Thousand Oaks*. California: Sage Publication.
- Sugiyono.2010, *Statistika Untuk Penelitian*. Bandung: CY Alfabeta.
- Suma'mur. 1993. *Keselamatan Kerja dan Pencegahan Kecelakaan*. Jakarta: CV Haji Masagung.
- Suma'mur. 2001. *Keselamatan Kerja dan Pencegahan Kecelakaan*. Jakarta: CV Haji Masagung.
- Supranto J. 2001. *Pengukuran Tingkat Kepuasan Pelanggan*. Jakarta: Rineka Cipta.
- Tulus Agus. 1992. *Manajemen Sumber Daya Manusia*. Jakarta: PT Gramedia Pusta