



JURNAL MANAJEMEN

Terbit online : <http://jurnalfe.ustjogja.ac.id>



EFFECT OF OCCUPATIONAL HEALTH AND SAFETY ON EMPLOYEE PERFORMANCE IN FISHING COMPANIES

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Manuscript Information	Abstract
Diterima: 10 Juni 2022 Revisi: 20 Juni 2022 Terbit: 30 Juni 2022	<i>This study aims to analyze the effect of occupational safety and health on employee performance. The study was conducted in Istanbul Fursesaine Jembrana Bali with a sample of 71 respondents. It uses PLS and SPSS analysis methods. Based on the research results, the occupational health variable significantly negatively affects employee performance. This is because before the prospective employee is accepted to work at Istanbul Fursesaine, the company ensures the health of its employees or health selection that the condition is healthy. After all, in connection with the work to be carried out by the employee, it is a job that requires individuals to have a muscular physique. Then the work safety variable has a significant positive effect on employee performance. The importance of safety for employees is the obligation of all companies to use safety equipment by predetermined standards. Furthermore, occupational health and safety variables simultaneously affect employee performance. This test can test a simultaneous test with SPSS, namely the F test so that occupational health and safety affect employee performance. So c can conclude that occupational safety and health affect employee performance.</i>
<i>Keywords:</i> Occupational Health, Work safety Employee Performance	

INTRODUCTION

The organization will develop and progress well if it has increased performance. Therefore performance is an essential aspect of a company. This activity produces value and capacity that have been achieved by carrying out tasks in accordance with the abilities and responsibilities given (Mangkunegara, 2017: 2019). As a leader, you need to pay attention to the health and safety of your employees. The goal is to avoid work accidents when doing work activities. Employees who comply with their organization will always maximize their skills and abilities to encourage organizational progress (Ismail & Razak: 2016). This is intended so that the human resources owned by the company can provide optimal contributions in the effort to achieve company goals. Humans have an essential role in all activities in the company because humans are the treatment, preparation, and determinants for achieving company goals (Hasibuan, 2012).

According to the International Labor Organization (ILO), every year, there are more than 250 million accidents in the workplace, and more than 160 million workers become sick due to workplace hazards. Moreover, 1.2 million workers died due to accidents and illness at work. Most of the triggers for work accidents are human factors, namely the lack of understanding of employers and the workforce, especially in carrying out various laws and regulations. Work safety relates to

the activities of workers and employees in the industrial, manufacturing, and construction sectors, including equipment, machinery, and heavy equipment, where these tools are used in the management process (Mangkunegara, 2011).

However, Aviana et al. (2019) research shows that occupational health does not affect employee performance. According to Astuti (2011), occupational safety and health (K3) is a government-regulated program that must be carried out by industry and its workers to anticipate the emergence of work accidents and occupational diseases. The goal is to produce a comfortable and healthy workplace and reduce the risk of accidents and disease. According to the domino theory (Heinrich, 1998), work accidents occur include five related causal factors, namely the first social environment (social, environmental ancestry), second, human error or negligence (fault person), third unsafe acts or conditions in the form of poor planning, equipment unsafe, and dangerous environment (unphased condition), fourth (accident), fifth injury (injury). This theory is the same as phenomena that occur at the location studied by researchers.

There are still inconsistencies in the results of previous research regarding the factors that affect occupational health and safety. Hence, researchers are interested in conducting research titled "The Effect of Occupational Health and Safety on Employee Performance in Fishing Companies."

LITERATURE REVIEW AND HYPOTHESES

Occupational Health

According to Sumakmur (1988), health in the workplace is where employees get the best possible physical, mental, and social health in the hope of avoiding health problems and diseases resulting from work and the work environment. Healthy is usually defined as a condition where a person is free from disease and can interact with his work environment. The state of a person's health, according to Blum (1981), can be determined by four factors. Namely, first, the environment can be physical (natural-made), chemical (organic/inorganic, heavy metals, dust), biological (viruses, bacteria, and cultural (economics, education, work. Second, behavior in attitudes, behavior, and habits. Third, health services: care, quarter, and preventive. Fourth genetics, which is a factor that is inherited by every human being. So that the health of workers or employees significantly affects the activities or activities of workers. Healthy employees will be able to achieve good performance.

Work safety

The discussion of occupational safety psychology can be started from the notion of psychology itself. The word psychologist comes from the Greek words, namely "psyche" and "logos." Psyche has the same meaning as soul, mind, and spirit; in Indonesian, all these words mean "if." Therefore, in the general view, psychology is defined as a science or science that studies the soul. In psychology, occupational safety is a science that studies a person's activities in interacting with the work environment specifically related to the formation of safe activities that can improve occupational safety and health and study the formation of hazardous activities in work that will cause work accidents.

According to Simanjuntak (1994), work safety is a situation free from a work accident and damage, including the condition of buildings, machinery and safety equipment as well as employee conditions. Mathis and Jackson (2002:245) state that safety is focused on protecting the physical well-being of a person with work-related injuries.

Employee performance

Performance is a process carried out by several people in the company to be able to produce or create products and services. Therefore, performance is an essential aspect of the company. Activities that produce values and capacities have been achieved by carrying out their duties according to the abilities and responsibilities (Mangkunegara, 2017:9). Performance has a measurement and evaluation system. Performance Appraisal (performance appraisal) is one of the management tools to form motivation and workers' competition to get the maximum value to get

recognition for their achievements. This recognition can be in the form of salary increases, positions, facilities, and awards. (Suhariadi, 2020). The factors that influence employee performance are explained by Mangkunegara (2000), stating that there are two factors, among others: (1) ability (Ability) where employees have potential (IQ) and sufficient education. Therefore, employees can be placed in jobs that match their abilities. (2) Motivational factors. Motivation can be formed from an employee's attitude (attitude) in dealing with situations (situation) at work. Motivation is a condition that can move employees to be more organized at work and achieve their goals. A mental attitude is a mental situation that moves a person to try to achieve maximum results (Rismawati et al. 2018).

Effect of Occupational Health on Employee Performance

Occupational health is a health condition that aims for workers to have stable physical and mental health with efforts to prevent and treat health problems caused by work and the work environment and diseases in general (Buntarto, 4: 2015). The factors of occupational health as (1) regarding the work environment in terms of health, in this case, the health environment can be seen from the company's activities dealing with the following matters: first, namely a clean environment, secondly the air temperature and air circulation in the workplace. Third, waste and waste disposal systems. (2) A healthy environment for the workforce. Where in this case, the company provides clean water and toilets (3) provides health services for workers, namely labor health services (Manullang, 87:2000).

Hasanah (2021) research shows that the relationship between occupational health and employee performance significantly influences employee performance. Then this study is in line with the results of research by Wibowo (2021) that occupational health has a significant positive effect on employee performance.

H1: Occupational health affects employee performance

The Effect of Work Safety on Employee Performance

Work safety is the protection of employees from injuries caused by work. In this case, work safety is related to machines, work tools, materials, management processes, the work base and environment, and ways to carry out work.

Wibowo's research (2021) states that workplace safety has a significant effect on employee performance. Meanwhile, research by Marganto (2021) shows that work safety significantly affects employee performance.

H2: Work safety affects employee performance

Occupational Health and Safety Affects Employee Performance

Occupational health and safety is something that must be considered by the company because the impact of work accidents is not only detrimental to employees but will also harm the company. In other words, the company will bear the medical costs of the work accident victims.

Human factors, namely unsafe Action, cause the most significant cause of work accidents. Unsafe Action is an activity that is not by a predetermined determination (human error). This often occurs due to the employee's physical imbalance and lack of education. While work accidents also often occur due to unfavorable working conditions or unsafe work equipment (unsafe conditions), such conditions are influenced by the condition of work tools that are not up to standard (Irzal, 2016). This is comparable to the research by Makado et al. (2017) regarding the Effect of Occupational Safety and Health on Employees of PT Bimoli Bitung, which states that occupational safety and health significantly affect employee performance and have a positive relationship.

H3: Occupational health and safety have a simultaneous effect on employee performance

METHODS

This research is quantitative with the explanatory research method, which aims to test its relationship with predetermined hypotheses that can explain causal relationships between variables (Sugiyono 2018:93). The location of the research was in Istanbul Fursesaine, where this company is a fishing company in Jembrana Regency, Bali with a total sample of 71 respondents. With a population of all employees of Istanbul Fursesaine 245 employees. The sampling technique is purposive sampling technique. Purposive sampling is the number of samples with certain considerations and criteria (Supriyanto & Maharani, 2019). Researchers took employee criteria, namely employees who have worked for more than 1 year. The data collection technique used a questionnaire and used the PLS and SPSS approaches for the F test as a simultaneous test. The validity test is to look at the validity test, namely convergent validity with factor loading with parameters 0.7 and average variance extracted (AVE) as a parameter that is more than 0.5 (Abdillah & Jogiyanto, 2015). Then the discriminant validity test where the discriminant validity is divided into two parts, namely through cross-loading and comparing the value of the square of the correlation of the construct to the root of AVE. In cross-loading, each indicator that becomes the indicator that becomes the measure must have a higher correlation than other variables. Variables that have good discriminant validity of the cross-loading value is .0,7 . However, in this study, the initial stage of developing a measurement scale for loading values of 0.5 to 0.6 was considered sufficient (Chin, 1997 in Abdillah & Hartono, 2014)

RESULTS AND DISCUSSION

In this study, researchers used a sample of 71 respondents. Researchers collected data using a questionnaire technique as a data collection technique, while the results of respondent data on Istanbul Fursesaine employees were as follows:

Table 1 Employee Gender Presentation

No	Type Sex	Amount	Percentage
1.	Man	71	100%
	Total	71	100%

Source: researcher

Table 2 Employee Age Percentage

No	Age	Amount	Percentage
1.	19-30 yrs	31	43.6%
2.	31-66 yrs	40	56.3%
	Total	71	100%

Source: researcher

Based on the table above, there are 71 male respondents with a score (100%) so that all respondents in this study are male. Furthermore, the age of respondents aged 19-30 years with a value (43.6%) of 31 respondents and ages 31-66 years with a value of (56.3%) of 40 respondents.

In PLS (partial Least Square) the determination of convergent validity is based on the value of the loading factor. The indicator can be called qualified if the loading factor value is >0.7. However, for research in the early stages of developing a measurement scale, a loading value of 0.5 to 0.6 is considered adequate (Chin, 1997 in Hartono and Abdillah, 2014:16). So in this study using measurements > 0.6. The following is the value of the loading factor for each item in this research variable:

Table 3 Convergent Validity Test with Loading Factor

Outer Loading(Mean, STDEVmT-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Value
Occupational Health<- Occupational Health	1	1	0		
Work safety <- Work safety	1	1	0		
Performance Employee	1	1	0		

Source: SmartPLS Output

The loading factor value is generated from each variable of occupational health, work safety and employee performance. Shows > 0.7; thus the indicators used can be said to be valid. Furthermore, the convergent validity test (AVE) can be seen from the value of 0.5. The following is the AVE value of the occupational health and safety variable on employee performance.

Table 4 Test with AVE

	Average Variance Extracted (AVE)
Occupational Health	1
Work safety	1
Employee performance	1

Source: SmartPLS output

The AVE value generated by each variable shows a value > 0.5 which indicates that all variables have a valid convergent validity. Then through cross-loading. In cross-loading, each indicator that becomes the indicator that becomes the measure must have a higher correlation than other variables. Variables that have good discriminant validity of the cross-loading value is .0,7 .

Cross Loading

Table 5 Discriminant Validity Test with Cross Loadings

	Health Work	Safety Work	Performance employee
Occupational Health	1	-0.016	-0.625
Work safety	-0.016	1	0.458
Employee performance	-0.625	0.458	1

Source: SmartPLS Output

Based on the table above shows the correlation of each indicator with each variable is higher than the other variables. Namely with a value of more than 0.7. Then it is said that the variable has better discriminant validity. Next is to compare the correlation between the variables with the AVE roots in the results of table 6

Discriminant Validity

Table 6 Discriminant Validity Test

	Health Work	Safety Work	Performance employee
Occupational Health	1		
Work safety	-0.016	1	0.458
Employee performance	-0.625	0.458	1

Source: SmartPLS output

In the table above, the variable has a valid discriminant validity with other variables with a value > 0.7. Next is to compare the correlation between the variables with the AVE roots in the table results.

Table 7 Composite Reliability and Cronbach's Alpha

	Cronbach's Alpha	Composite Reliability
Occupational Health	1	1
Work safety	1	1
Employee performance	1	1

Source: SmartPLS output

Based on table 6 above, the composite reliability and Cronbach's alpha values are > 0.7, which means that the variable has met composite reliability and internal reliability is consistent. So that the variables are valid and reliable. Next is the evaluation of the Structural Model (Inner Model). Structural model testing with bootstrapping in table 8.

Table 8 Structural Model

	R Square	R Square Adjusted
Performance Employee	0.592	0.58

Source: SmartPLS Output

Based on table 7 shows that the R-Square value of the Employee Performance variable is 0.592 or 59.2%, which means that the Employee Performance variable can be explained by the Occupational Safety and Health variable of 59.2% and 40.8% describing other variables outside the study. . Furthermore, the simultaneous test using SPSS is as follows:

Hypothesis Testing Results

Hypothesis testing has the aim of testing the causal relationship developed in the exogenous and endogenous variable models.

Table 9 Hypothesis Test

Total Effect

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Value
Occupational Health -> Performance Employee	-0.619	-0.609	0.082	7.552	0
Work safety -> Performance Employee	0.448	0.461	0.057	7,831	0

Source: SmartPLS output

Based on the test results in the table, namely the first hypothesis, occupational health on employee performance has an original sample of -0.619 with a T-statistics value of 7.552 > 1.96 and a P-Value of 0 < 0.05. This means that occupational health has no significant and significant effect on employee performance. so the hypothesis is rejected.

Furthermore, the second hypothesis of work safety on employee performance has an original sample of 0.448 with a T-statistics value of 7.831 > 1.96 and a P value of 0 < 0.05. This means that work safety has a positive and significant effect on employee performance. The hypothesis is accepted. Then to find out occupational health and safety have a simultaneous effect on employee performance, an F test is carried out using SPSS as follows:

Table 10 F Uji test

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	572.255	2	286.128	49.316	.000 ^a
	Residual	394.534	68	5.802		
	Total	966.789	70			

a. Predictors: (Constant), X2, X1
b. Dependent Variable: Y

Source: SPSS 2022 data processing

Obtained F Count = 49.316 da F Table = 3.06 maka F Table < F count and significant value 0.000 < 0.5 (alpha) then H0 is rejected and Ha is accepted meaning that the X1 and X2 variables are able to explain the diversity of the dependent variable (Y). Independent variables (health and safety) have an influence on the dependent variable (employee performance). Therefore, that occupational health and safety has a positive and significant influence on employee performance, the hypothesis is accepted

Discussion

The Effect of Occupational Health on Employee Performance

Sourced from research if occupational health has no effect on employee performance. This is due to the significance value of the original sample value -0.616 with a T-Statistic value of 7.69 and a P-Value of 0. So that occupational health has a negative influence on employee performance. Occupational health is where in this case it refers to a state of physical, mental and emotional stability and universal. Individuals who are said to be healthy are individuals who are free from disease, injury, and health that can interfere with the individual and others. In this study, it is in line with Aviana et al. (2019) where occupational health has no effect on employee performance. This is because before the employee will be accepted for work, they are required to carry out a medical test so that the health condition of the prospective employee is known.

The Effect of Work Safety on Employee Performance

Based on the research results that work safety affects the performance of Istanbul Fursesaine employees. This is due to the significant value of the original sample value of 0.449 with a T-Statistic value of 7897 and a P-value of 0. So that safety has a positive effect on employee performance.

According to Suma'mur (1996) it is stated that the achievement of employee performance requires an occupational health and safety program, with the first objective of protecting employees against conditions that endanger occupational safety and health, the second, helping employees' physical adjustment so that employees are healthy and productive, and third. To achieve and maintain physical and mental health and performance. In the research of Makadao et al. (2017)

work safety is a protection for employees from injury caused by work-related accidents. In addition, safety is also related to work tools such as machines, materials and processes in management. The importance of work safety on performance is the concern of all company activities to avoid and anticipate things that are not desirable in the workplace.

This study is in line with Marganto et al (2021) in their research that there is a significant positive effect on employee performance. Work safety is also referred to as work safety which has a relationship with work tools, machines, workplace management processes, and systems for doing work. (Sama'mur 1986:1). Thus, it can be concluded that work safety can improve employee performance. So with that, if work safety is considered and implemented, employee performance will increase.

Effect of Occupational Health and Safety on Employee Performance Simultaneous Effect

Sourced from research that the effect of occupational safety and health on employee performance has a simultaneous effect. Based on the F test obtained $49,316 > F \text{ table} = 3,130$ with a coefficient value of $0.000 < 0.05$. so that the health and safety of employees on employee performance have a simultaneous (simultaneous) effect. R Squared value of 0.592 or 59.2 % of independent variables (health and safety) has an influence on the dependent variable (employee performance) while other factors affect 40.8% in the study. This is in line with the research of Tobing et al (2020) if occupational health and safety affect employee performance where on employee performance there is company attention regarding employee health and employee safety in carrying out employee activity processes. Then if the health and safety increases, then the performance of employees will increase.

CONCLUSION

Based on the results of research and discussion of research on the effect of occupational health and safety on employee performance, it can be concluded as follows:

Occupational health has a significant negative effect on employee performance. This is because employees who will work in Istanbul Fursesaine are ensured that their mental and physical health is because Istanbul Fursesaine needs employees who are physically strong and tough, this is because Istanbul Fursesaine has many workers in the field.

Work Safety has a significant positive effect on employee performance. In this case, Istanbul Fursesaine has been able to provide appropriate safety equipment, this is done when there are more work accidents. Therefore, Istanbul Fursesaine increases the safety level of its employees. So this will be able to improve employee performance.

Occupational Health and Safety has a significant positive effect on employee performance. So if simultaneously occupational safety and health will improve employee performance.

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