

THE EFFECTS OF SAFETY AND HEALTH (K3) TOWARD EMPLOYEES' PERFORMANCE OF PT CIPTA KRIDA BAHARI

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Abstract. The aim of this study is to examine and find out the effect of Occupational safety and health (K3) on the performance of employees at PT CIPTA KRIDA BAHARI. The research method used in this study was quantitative, and the application of SPSS Version 25 was used to analyze data. The data were collected by giving questionnaires to related companies. In this study, researchers used simple linear regression analysis techniques and hypothesis testing.

Keywords: Occupational Safety and Health, Employee Performance

1. Introduction

Safety lifestyle must be instilled and become a habit of life that is practiced every day. Work safety is a part of general safety. (Edy Susanto, 2019) The British Health Safety Commission states that a person will have the value of Occupational Safety and Health-related to himself (individuals), groups (groups), and his organization (organization). "Individual values or attitudes related to Occupational Safety and Health cover three contexts, namely individual values as members of the organization, groups, and individuals. The value of occupational safety and health possessed by individuals who are related as members of the organization is displayed in individual perceptions from management commitments, management, safety priorities, and safety procedures and regulations. (Kania et al., 2017)

Performance can be interpreted as the result of work in quality and quantity achieved by an employee experience following the responsibilities given to him (retnoningsih, firm., Bambang swasto sendangarjo., 2016). Employees who have good performance are employees who have good work quality, a large amount of work, a good attitude or friendly, reliable, initiative, diligent always present at work and have the potential to develop themselves. In the end, employees who do not perform well are a burden for the company because many jobs cannot be completed at the specified time, selling prices become higher, consumers or customers become disappointed, and ultimately consumers or customers become disappointed, and move to company's competitors. (Callista, 2016)

CKB Logistics (PT Cipta Krida Bahari) is one integrated logistics service provider that focuses on the energy-related industry. PT Cipta Krida Bahari is also one of the national-scale logistics companies in Indonesia. In the course of its business, PT Cipta Krida Bahari has a core business. PT Cipta Krida Bahari continues to make efforts to elevate or advance the ability, knowledge of workers, and observes the welfare its workers. The leaders in PT Cipta Krida Bahari are very aware that achieving maximum company performance is dominated by the work of every employee. (Callista, 2016)

This research is a subsequent study based on the previous research conducted Edy Susanto in 2019 entitled "The Effect of Occupational Safety and Health (K3) on Employee Performance of PT. CIPTA KRIDA BAHARI". It is based on the description about the occupational safety and health and employees' performance especially for those who work in a physical environment at PT Cipta Krida Bahari Jakarta.

2. Literature review

2.1. Occupational Safety and Health (K3)

Occupational safety and health (K3) is a program which protects employees, companies, the environment and the surrounding community from accidents at work. This security is a human right which the organization must fulfill. (Wijaya et al., 2015)

Total Safety Culture is formed when workers engage in ineffective procedures to control safety. As further explained by Geller, "Total Safety Culture requires continuous involvement from personal operations, such as hourly workers. After all, these are people who know where safety hazards are, and when risky behavior occurs. Also, they can have the most influence great in supporting safe behavior and improving risk conditions. The ongoing process involved in developing a Total Safety Culture needs to be supported from above but encouraged "(Kania et al., 2017)

2.2. Employee performance

According to his rival performance is the real behavior that everyone displays as work performance that employees generate following their role in the company. Employee output is, according to Mangkunegara, the product of quantity and quality of work accomplished by an employee in carrying out his duties according to the responsibilities assigned. In Gomes, Bernardin and Russel, performance is a record resulting from a specific job function or activity over a given period. Then the result of the above interpretation is that success is job performance or real accomplishment an employee is looking for (Edy Susanto, 2019).

The benefits of employee engagement were revealed by Siddhanta and Roy who stated that employee engagement can create success for companies through matters relating to employees' performance, productivity, work safety, attendance and retention, customer satisfaction, customer loyalty, to profitability. Employees' performance is one thing that is a result of the creation of high employee engagement. This was expressed also by Robinson et al. which states that employees who have strong links with the company will improve performance in their work for the benefit of the company (Handoyo, 2017).

3. Method

This research used descriptive analysis with a quantitative approach and used simple linear regression analysis techniques assisted by the SPSS program.

3.1. Research sites

For a study entitled "The Effect of Occupational Safety and Health on Employee Performance at PT CIPTA KRIDA BAHARI," the location of this study was at PT CIPTA KRIDA BAHARI, Jalan Sukapura Timur 5 No. 1

3.2. Population and Research Samples

Population is a generalization field consisting of objects or subjects with certain attributes and characteristics to be observed and conclusions drawn by researchers. The population used as research objects were 80 employees of PT CIPTA KRIDA BAHARI.

The sample is a part of the population that represent the entire population. The sample is a part of the overall characteristics possessed by the population, according to Sugiyono (2009). In this study, PT CIPTA KRIDA BAHARI was used as an object. A purposive sampling approach was used to determine the sample. Purpose sampling technique with other criteria is sampling technique.

3.3. Simple linear regression analysis.

To determine the sample, a purposeful sampling approach was employed. The object of sampling technique is sampling technique with other criteria. (Sugiyono, 2017: 261).

$$Y = a + bx$$

Information:

Y = related variable

X = free variable

A and B = constant values

3.4. Simple Correlation

Simple correlation was used to figure out how close the relationship with the dependent variable is for independent variables.

3.5. Dimension Indicator Table:

Variable	Dimension	Indicator
K3 (safety, health, and work accident) (X)	Eliminating danger (Sedarmayanti: 216-217)	Ideal application for risk control Stop equipment/infrastructure that poses a hazard Application of K3 can minimize losses
	Medical work environment (Manullang 2008: 87)	Cleanliness of the work environment Air temperature and ventilation at work) Waste disposal systems and industrial waste
	Psychological Social Environment (Moenir 2006: 2013)	Rules regarding organizational order and or occupation Care and maintenance of employee insurance
	Workforce health facilities (Manullang 2018: 87)	Clean water supply Bathroom facilities
Employee Performance (Mohaerinho: 2014) (Y) Variable K3 (safety, health, and work accident) (X)	Effective	Conformity in producing output with the lowest possible cost
	Efficient	Conformity in producing output with the lowest possible cost
	Quality	The process of producing outputs or services produced with the needs and expectations of consumers
	Time speed	Work has been completed in a large and timely manner
	Productivity	Effectiveness of an organization
	Safety	Overall organizational health

4. Discussion and Results

The data collected in this study were based on 43 respondents. The results of simple linear regression processed by the IBM SPSS (Statistical Package for the Social Sciences) program, are as follows:

In this test the first thing to do is a validity and reliability test. That *is* where the *Ris* value is

0.760 and can be rated as accurate. To check normality and linearity, it can be assumed that it is natural and a relationship exists between variable X and variable Y.

Table 1.
Correlations

		Keselamatan dan Kesehatan Kerja (K3)	Kinerja Karyawan
Keselamatan dan Kesehatan Kerja (K3)	Pearson Correlation	1	.345*
	Sig. (2-tailed)		.024
	N	43	43
Kinerja Karyawan	Pearson Correlation	.345*	1
	Sig. (2-tailed)	.024	
	N	43	43

* Correlation is significant at the 0.05 level (2-tailed).

Based on the calculation results, it is known that the correlation coefficient of 0.345 states that the two variables have a weak and linear positive relationship according to the correlation level table and the strength of the relationship. (Siregar, 2014, p. 251).

Table 2.

Model Summary

Model	R	R Square	Adjusted R Square	Std. An error of the Estimate
1	.345 ^a	.119	.097	2.01330

a. Predictor: (Constant), Occupation and Health Safety (K3)

Source: Output result of SPSS

a. Predictor: (Constant), X

Based on the results of the measurement, it is understood that the coefficient of correlation of 0.97 states that the two variables have a strong and positive linear relationship following the table of the correlation level and the frequency of the relationship according (Siregar, 2014, p. 251)

Table 3.
Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	18.439	3.890		4.740	.000
Keselamatan dan Kesehatan Kerja (K3)	.201	.086	.345	2.352	.024

a. Dependent Variable: Kinerja Karyawan

Equation of simple linear regression $y=a+bX$
 $Y= 18.439 + 0.201x$

If the value is significantly less than the 0.05 probability, it can be concluded that H_0 is rejected and H_a is accepted, conversely, if the significance value is greater than the 0.05 probability means that H_0 is accepted, H_a is rejected. The t value for work safety and health (K3) was 2.352 while the t value was 1.68385. Then it can be known $t_{count} 2.352 > t_{tab} 1.68385$ and significant value of $0,000 < 0,05$ so that in hypothesis there is a positive and significant effect between occupational safety and health (K3) on employees' performance (H_a accepted and H_0 rejected).

5. Conclusion

The results of this study are 92.2% of the variables X affecting the Y variable, while 7.8% is influenced by other factors not examined in this study. The higher the level of workplace health and safety, the higher the degree of change required by workers. This work could be included for PT CIPTA KRIDA BAHARI in improving the efficiency of its workers and also introducing Occupational Safety and Health in the company climate.

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