

Encouraging Employee Performance with Occupational Safety and Occupational Health

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ARTICLE INFO

Article history:

Received March 25, 2023

Revised April 03, 2023

Accepted April 25, 2023

Keywords:

Occupational health,
Work safety,
Performance

ABSTRACT

This research was conducted based on the phenomenon of Health Workers at the Ambon City Health Office with suggestions regarding the problems faced by Ambon City Health Workers during the Covid-19 Pandemic by knowing the Effect of Occupational Health and Occupational Safety on the Performance of Ambon City Health Workers. The type of research used is quantitative research using primary data with interviews and questionnaires. Systematically based on the research objectives of the Ambon City Health Office Health Workers. The sample collection technique in this study uses the saturated sampling method, where all members of the population are sampled. The results showed that the occupational health variable had a positive and significant effect on the performance of the Ambon City Health Office.

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1. INTRODUCTION

Human resources are one of the important keys in achieving organizational success, including government organizations, in this case health workers. In the current era, health problems are becoming crucial at this time because the world has just gone through a crisis period of the COVID-19 pandemic. As the main asset in an organization, human resources must be managed professionally so that they can achieve good performance so that they can contribute optimally to the development of the nation.

Health workers are workers who are currently vulnerable to various challenges in patient care, due to the emergence of various types of viruses since the emergence of Corona at the end of 2019. This condition triggers the need for protection and fulfillment of the right to Occupational Safety and Health (K3) is one of the maintenance program within the company to maintain and protect its employees in the work environment. Kuswana (2014) reveals that the definition of safety and health is not separated but is a unit, which is defined as a business, idea or notion which in its application leads to guaranteeing the physical and spiritual health of workers which in turn results in an increase in employee welfare. In contrast to this term, Mangkunegara (2011) looks at the two separately,

There have been many studies examining the topic of Occupational Safety and Health both as a whole (Parashakti & Putriawati (2020), Giawa et al (2021) and separately (Sonya, 2020). Both Occupational health and Occupational safety are considered programs that must be implemented by organization as a form of internal maintenance of the company which in essence provides a sense of security for employees, maintains and protects the safety of employees in the work environment. Safe and comfortable working conditions will make employees work optimally, especially for work environments that are at risk of threatening the lives of their employees, this is in line with Husni's statement (2005) states that optimally organized occupational health and safety can help realize the optimum performance of an organization.

Theoretical Framework and Research Hypothesis Development

Occupational Health, Husni, (2005) defines occupational health as a field of health that manifests in perfect physical, mental and social workers so that work can be done properly. Zulfikar et al., (2022) states that occupational health is a health condition that aims to ensure that workers obtain the highest degree of health, both physically, spiritually and socially by means of prevention and treatment of health problems caused by work and the work environment as well as general diseases. Health is not all focused on being physically fit but includes a healthy soul where individuals can be tolerant and can accept differences (Robert H. Brook, 2017)

The indicators of occupational health consist of:

- a) Human Resources
- b) Tolerance
- c) Purpose of life
- d) Physical and mental condition of employees
- e) Conditions of the work environment.

Work safety, Suma'mur, (2009) revealed that work safety is a state of avoiding danger while doing work. Occupational safety is one of the factors that must be carried out while working. No one in the world wants an accident to happen. Occupational safety is very dependent on the type, form and environment in which the work is carried out.

Work Safety Indicators, According to Mangkunegara, (2004) work safety is safety related to, for example

- a) Work safety at work
- b) Equipment used
- c) Work environment and doing work

Performance, Performance is a description of the level of achievement of the implementation of an activity program or policy in realizing targets that can be measured and evaluated (Hendra, 2020). Mangkunegara (2011) revealed that performance is the result of qualitative or quantitative work of employees while carrying out the tasks assigned to them. Performance is shown by people or processes associated with a given job task.

performance Indicator, Sutrisno (2016) suggests that performance indicators are divided into several aspects as follows:

- a) Work result
- b) Quality Aspect
- c) Cooperation
- d) Job knowledge
- e) Time and Absence Discipline.

Hypothesis Development, Effect of Work Safety on Performance. Occupational safety refers to safety conditions that are free from the risk of accidents and damage where we work, which includes building conditions, machine conditions, safety equipment, and working conditions. In line with this The results of research conducted by Febriono (2021), Sonya (2021), and Ifani (2013) show positive and significant results on work safety on performance. Application of work safety for Employees or workers who are company assets must be kept safe and create a sense of security, free from various possible threats to safety. If the organization can create and provide guarantees for safety and security, and health while working, it will encourage employee performance.

Hypothesis I: Occupational safety has a positive and significant effect on the performance of health workers at the Ambon City Health Office.

The Effect of Occupational Health on Performance

Occupational health refers to physical, mental and emotional stability in general. It was further explained that occupational health relates to the creation of a safe, healthy workplace, free from environmental pollution, so as to reduce and/or be free from work accidents and work-related diseases which in turn can increase work efficiency and productivity. In general, integrated occupational health plays a role in reducing the incidence of work accidents and work-related diseases. Research by Sonya (2021) and Astuti (2021) shows that there is a positive and significant relationship between the two relationships between occupational health and performance

Hypothesis II: Occupational safety has a positive and significant effect on the performance of health workers at the Ambon City Health Office

2. RESEARCH METHOD

This research is a quantitative research with a descriptive method to get an overview of the influence of occupational health and safety in an effort to improve the performance of health workers during the Covid-19 pandemic. The population in this study was determined by non-randomization and not randomly determined. The population in this study is all health workers at the Ambon City Health Office totaling 41 health workers. Based on the most appropriate sampling technique is to use saturated sampling where the total population is equal to the number of samples, then the number of samples in this study is 41 respondents.

3. RESULTS AND DISCUSSIONS

This study discusses the partial effect of health (X1) and work safety (X2) variables on nurse performance (Y1). Before the simple regression equation and multiple regression were carried out, the variable data of this study were tested first with tests of validity, reliability, normality, multicollinearity and heteroscedasticity. It was found that all data met the criteria mentioned above. To determine the effect between variables, a T-test was carried out using SPSS 23. The results show the following results:

2.1 Multiple Regression Analysis

Results of Multiple Regression Analysis

Coefficients^a

Model	Unstandardized Coefficients		t test value	Significance
	B	std. Error		
Constant	2,420	1,770	1,367	0.180
Health	0.413	.106	3,907	0.000
Work safety	0.419	.110	3,818	0.000

a. Dependent Variable: Performance of Health Workers

Source: Results of SPSS data processing, 2022

In the table above, the multiple regression equation is obtained as follows:

$$Y = 14.218 + 0.460X_1 + 0.450X_2$$

From the results of this regression analysis, it can be concluded that the independent variable Occupational health (x1) has a positive effect of 0.460 on the performance variable (y), and the independent variable work safety (x2) has a positive effect of 0.450 on the dependent variable Performance (y)

Test Analysis Results t

1. The tcount value for the Occupational Health variable (X1) is 3.907 with a significant level of 0.000. because $3.907 > 2.026$ and $0.000 < 0.05$ it can be concluded that H0 is rejected Ha is accepted.

Meaning: Occupational Health Variable partially has a positive and significant effect on performance
So the first hypothesis is that Occupational Health has a positive effect on the Performance of Health Workers at the Ambon City Health Office

2. The tcount value for the Occupational Safety variable (X2) is 3,818 with a significance level of 0,000. because $3.818 > 2.026$ and $0.000 < 0.05$ it can be concluded that H0 is rejected Ha is accepted.

Meaning: Occupational Health Variable partially has a positive and significant effect on performance
So, the second hypothesis Occupational safety has a positive effect on the performance of health workers at the Ambon City Health Office.

2.2 Discussion of Research Results

a. The Effect of Occupational Health on the Performance of Health Workers

Occupational health variable has a t value of 3,907. This value is greater than t table ($3.907 > 2.062$). Thus the results of the t test contain a statistical meaning that, H0 is rejected and Ha is accepted or in other words the hypothesis is accepted. The results of this study indicate that the occupational health variable has a significant effect on the performance of health workers at the Ambon City Health Office. In other words, health workers agree to get health insurance from the government. So occupational health is very important for the Health Workforce Performance system at the Ambon City Health Office. Agatha Finona Fatoni, M. Djudi Mukzan,

b. The Effect of Occupational Safety on the Performance of Health Workers

The work safety variable has a t count of 3,818 with a significance level of 0,000. because $3.818 > 2.026$ and $0.000 < 0.05$, analytically and statistically it shows that the proposed hypothesis is acceptable. The results of this study indicate that the occupational health variable has a significant effect on the performance of health workers at the Ambon City health office. In other words, health workers agree to get health insurance from the government. So it can be said that work safety is very important for the Health Worker Performance system at the Ambon City Health Office. The results of this study are in line with research conducted by Eggy Aupal Marom and Bambang Swasto Sunuharyo (2018) which concluded that job guarantees provided by companies must be very good and correct. The positive direction indicates a one-way relationship between safety and performance. The higher the job security, the better the employee performance. These results are supported by Firmanzah's research (2017) which shows that job security has a significant impact on employee performance.

4. CONCLUSION

This study contributes to presenting the influence of occupational safety and occupational health on employee performance. The results of the study show that work safety and occupational health are important factors for improving the performance of health worker employees. If health workers feel that their work safety and health are guaranteed both physically and mentally, then they will contribute more to optimal performance.

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