

# The Influence of Occupational Health and Safety (OHS) and The Work Environment on Employee Performance at PT. Telkom Indonesia Witel Tangerang

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## ABSTRACT

This study aims to test and analyze the effect of Occupational Health and Safety (OHS) and the Work Environment on Employee Performance. The sample of this study consisted of 55 employees who worked at PT Telkom Indonesia Witel Tangerang. The results showed that Occupational Health and Safety (OHS) had a positive and significant effect on employee performance at PT. Telkom Indonesia Witel Tangerang, because the tcount value showed greater than ttable. The work environment has a positive and significant effect on employee performance at PT Telkom Indonesia Witel Tangerang because the tcount value shows greater than ttable. And together Occupational Health and Safety (OHS) and the Work Environment have a positive and significant effect on employee performance at PT Telkom Indonesia Witel Tangerang because the value of Fcount is greater than Ftable.

**Keywords:** Occupational Health and Safety (OHS), Work Environment, Employee Performance

## 1. INTRODUCTION

In the increasingly rapid business world, every company is required to be able to compete more superior, and must be able to adjust all changes that occur and create optimal competitiveness in order to survive in increasingly fierce competitive conditions. The achievement of a company's goals is not only caused by sophisticated technology, but depends on its human resources. The existence of human resources is the power of human thinking and work that is still stored within, which needs to be explored, fostered, and developed in order to be utilized as well as possible for human welfare and progress. This ability will affect human attitudes and behavior, to achieve life goals, both individually and in groups. It is also done by companies or organizations, human resources play an important role in the success of an organization or company. As in the Qur'an letter An-Nahl verse 97 which means that whoever does the slightest virtue, whether he is male or female, in a state of faith and based on sincerity, then surely We will give him a good life in the world and We will reward him in the hereafter for his virtue with a better reward and multiply what they have done. This verse explains that in the world of work an employee must work well and earnestly, in order to get a good reward according to the performance they have done. Allah really appreciates all the efforts that his servants have made, if a servant does a job seriously then Allah will reward the results of his servant's efforts better. Therefore, working well and earnestly is a recommendation from Islamic teachings. Based on the survey results by conducting interviews with several employees, there are several factors that occur which cause a decrease in employee performance in carrying out the tasks assigned by the company. This proves that the decline in employee performance is thought to be caused by the lack of Occupational Health and Safety (OHS) procedures in the office and a less supportive work environment. In a company or organization, employee comfort is an important thing that must be considered because it starts from discomfort which will result in instability in employee performance in completing tasks or work assigned by the company.

## 2. LITERATURE REVIEW AND HYPOTHESIS FORMULATION

In Law No.23 of 1992 (in Konradus, 2012) Occupational Health and Safety (OHS) is one of the pillars to improve the quality of human resources, especially increasing the degree of optimal worker health and longer life expectancy, so as to improve employee performance. Mangkunegara in Djatmiko (2016; 1), Occupational Health and Safety (OHS) is a thought and effort to ensure the integrity and perfection of both physical and spiritual labor in particular, and humans in general, work and culture towards a just and prosperous society. The purpose of the OHS program is to provide protection to the workforce from the risk of illness and accidents due to work. regarding Occupational Health and Safety

(OHS) is an activity that ensures the creation of safe working conditions, avoiding physical and mental disturbances through coaching and training, directing and controlling the implementation of tasks from employees and providing assistance in accordance with applicable regulations, both from government agencies and companies where they work. It can be concluded that Occupational Health and Safety (OHS) is a condition in which an employee will work optimally if given a good stimulus, namely maintaining employee health and safety and reducing the risk of being contaminated with diseases and accidents at work in order to maintain and foster a sense of comfort in the work environment and improve employee performance.

Edy Sutrisno (2017, 118), states that: "The work environment is the overall work facilities and infrastructure that exist around employees who are doing work that can affect the implementation of work". Roharto & Kasmir, (2017) argue, a good work environment in this case the provision of adequate facilities and infrastructure or the poor availability of supporting facilities and infrastructure at work directly or indirectly will be able to affect the enthusiasm and enthusiasm of employees at work. Performance comes from the word job performance or actual performance which means work performance or actual achievement achieved by someone. The definition of performance (work performance) is the quality and quantity of work achieved by an employee in carrying out his functions in accordance with the responsibilities given to him. According to (Silaswara et al., 2021, p. 58) the book entitled states "Performance is a person's work performance or work results based on the quantity or quality achieved in carrying out its functions in accordance with the responsibilities received."

### 3. RESEARCH METHODS

This research is associative in the sense that it aims to test which variables have an interrelated relationship. Where the relationship between variable X (Occupational Health and Safety (OHS) and Work Environment) and variable Y (Employee Performance). The data collection technique uses a questionnaire, where the questionnaire is a data collection technique by compiling a list of questions in writing which are then distributed to respondents to obtain data related to the research based on a measurement scale. Testing the research instrument is 1. Validity Test 2. Reliability Test. The data analysis method uses the classic assumption test. To test the hypothesis, the analysis used is multiple linear regression analysis, and partial testing (t test) and simultaneously (F test).

### 4. ANALYSIS AND DISCUSSION

Respondents in the study were employees of PT Telkom Indonesia Witel Tangerang. The questionnaire was distributed to 55 employees. Based on this data, the return rate =  $(55 : 55) \times 100\% = 100\%$ . based on gender, 49 men were 89.1% and 6 women were 10.9%. Based on the education level of employees with high school education = 20 people by 36.4%, Diploma = 13 people by 23.6%, S1 = 21 people by 38.2% and S2 = 1 person by 1.8%.

#### 4.1. Research Results

##### 4.1.1. Research Instrument Test

##### 4.1.1.1. Validity Test

This test is carried out to determine whether the questionnaire results are valid or not. The questionnaire can be said to be valid if the significant value is below 0.05 or 5%. Testing is carried out with the criteria if  $r_{count} > r_{table}$ , then the instrument or statement items correlate significantly to the total score or are declared valid. The amount of data (n) is 55, and obtained  $df = 55 - 2 = 53$ , then  $r_{table}$  is 0.2656.

**Table 1** Validity Test Employee Performance

Statement	r <sub>count</sub>		r <sub>table</sub>	Explanation
Instrument 1	0,783	>	0,2656	Valid
Instrument 2	0,632	>	0,2656	Valid
Instrument 3	0,599	>	0,2656	Valid
Instrument 4	0,599	>	0,2656	Valid
Instrument 5	0,699	>	0,2656	Valid
Instrument 6	0,616	>	0,2656	Valid
Instrument 7	0,745	>	0,2656	Valid
Instrument 8	0,750	>	0,2656	Valid

**Table 2** Validity Test Occupational Health and Safety (OHS)

Statement	r <sub>count</sub>		r <sub>table</sub>	Explanation
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Instrument 1	0,624	>	0,2656	Valid
Instrument 2	0,725	>	0,2656	Valid
Instrument 3	0,716	>	0,2656	Valid
Instrument 4	0,676	>	0,2656	Valid
Instrument 5	0,800	>	0,2656	Valid
Instrument 6	0,745	>	0,2656	Valid
Instrument 7	0,770	>	0,2656	Valid
Instrument 8	0,802	>	0,2656	Valid
Instrument 9	0,775	>	0,2656	Valid
Instrument 10	0,665	>	0,2656	Valid
Instrument 11	0,740	>	0,2656	Valid

**Table 3** Validity Test Work Environment

Statement	rcount		rlabel	Explanation
Instrument 1	0,766	>	0,2656	Valid
Instrument 2	0,692	>	0,2656	Valid
Instrument 3	0,735	>	0,2656	Valid
Instrument 4	0,782	>	0,2656	Valid
Instrument 5	0,782	>	0,2656	Valid
Instrument 6	0,833	>	0,2656	Valid
Instrument 7	0,845	>	0,2656	Valid

Tables 1, 2 and 3 show that all statement items are proven to be valid, the arena of all items shows that the resulting rcount value is > from rcount.label.

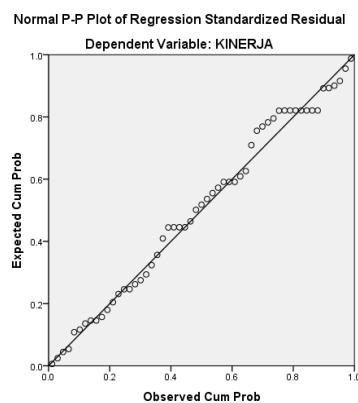
4.1.1.2 Reliability Test

**Table 4** Reliability Test

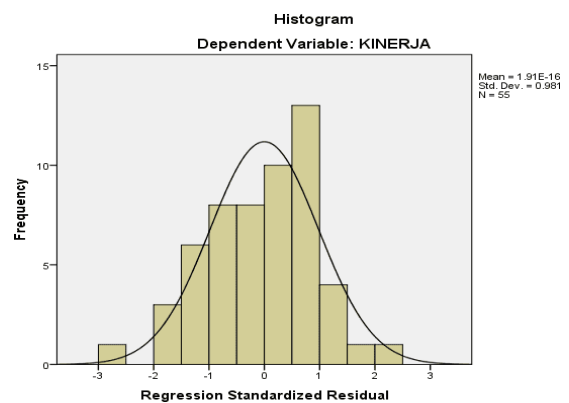
Variable	Cronbach's Alpha	Limitation	Explanation
Employee Performance	0,831	0,6	Realiabel
Occupational Health and Safety (OHS)	0,911	0,6	Realiabel
Work Environment	0,889	0,6	Realiabel

shows that the Cronbach's alpha value for Performance is 0.831, Occupational Health and Safety (OHS) is 0.911, and the Work Environment is 0.889. This it can be concluded that each variable is declared reliable because it has a Cronbach's alpha value of more than 0.60, which means that it can be said that the results can be accepted by having a good value.

4.1.1.3. Classical Assumption Test



**Figure 1** Normaly Test



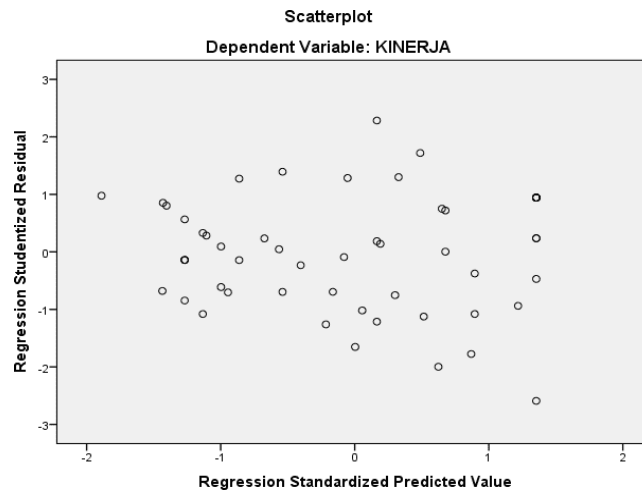
**Figure 2** Histogram Graph

The normality test carried out is seen in the picture above which is the Normal P-Plot graph. The data distribution follows the diagonal line, which means it shows that the regression model is normally distributed.

**Table 5.** Multicollinearity Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	6.335	2.334		2.714	.009		
Occupational Health and Safety (OHS)	.334	.072	.517	4.656	.000	.390	2.561
Work Environment	.339	.111	.399	3.595	.001	.390	2.561

shows that the Variance Inflation Factor (VIF) value of 2,561 < 10 and the Tolerance value of 0.390 > 0.1, on the variables used in the study. This shows that there is no multicollinearity in the regression model of this study and it is eligible for use in this study.



**Picture 2** Heteroscedasticity Test

It can be concluded that the heteroscedasticity test using the scatterplot graph does not have a clear graphic pattern. The graph data contained in the picture above is scattered above and below the number 0 (zero) and below the Y axis, therefore it can be interpreted that the test results above are not heteroscedasticity in the regression model.

4.1.1.4. Data Analysis Method

**Table 6.** Multiple Linear Regression Analysis Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	6.335	2.334		2.714	.009
Occupational Health and Safety (OHS)	.334	.072	.517	4.656	.000
Work Environment	.339	.111	.399	3.595	.001

a. Dependent Variable: Performance

$$Y = 6.335 + 0.334X_1 + 0.339X_2$$

can be interpreted as follows:

- $\alpha = 6.335$  means that if the value of X (Occupational Health and Safety (OHS) and Work Environment) = 0 (zero), then the value of Y (Performance) will show a level or equal to 6.335 or in other words if there is no Occupational Health and Safety (OHS) and Work Environment, the performance is 6.335.

- $\beta_1 = 0.334$  this shows that the regression coefficient of the Occupational Health and Safety (OHS) variable has a positive regression direction, where every 1 (one) point increase in the value of X1 (Occupational Health and Safety (OHS)), the value of Y (Performance) will increase by 0.334.
- $\beta_2 = 0.339$  shows that the Work Environment regression coefficient has a positive regression direction, where every 1 (one) point increase in the value of X2 (Work Environment), the value of Y (Performance) will increase by 0.339.

**Table 7** Coefficient of Determination R2 Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.866a	.749	.740	1.453

It show the R Square or R2 value of 0.749 or 74.9% these results indicate that the Performance variable (Y) is influenced by the Occupational Health and Safety (OHS) variable (X1), and the Work Environment (X2), so that 25.1% is determined by other variables that are not carried out or used in this study.

#### 4.1.1.5 Statistical Hypothesis Test

**Table 8** Perial Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	6.335	2.334		2.714	.009
Kesehatan dan Keselamatan Kerja (K3)	.334	.072	.517	4.656	.000
Lingkungan Kerja	.339	.111	.399	3.595	.001

a. Dependent Variable: Performance

Indicates that effect of Occupational Health and Safety (OHS) (X1) on Performance (Y), From the results of the t test calculation above, it can be seen that  $t_{count} (4.656) > t_{table} (2.006)$  with a significant value of the Occupational Health and Safety (OHS) variable (X1) of 0.000 is smaller than 0.05 or 5%. So it can be concluded that  $H_0$  is rejected and  $H_a$  is accepted, meaning that Occupational Health and Safety has a significant effect on Performance.

Effect of Work Environment (X2) on Performance (Y), From the results of the t test calculation in table 4.8 above, it can be seen that  $t_{count} (3.595) > t_{table} (2.006)$  with a significant value of 0.01 is smaller than 0.05 or 5%. So it can be concluded that  $H_0$  is rejected and  $H_a$  is accepted, meaning that the work environment has a significant effect on performance.

**Table 9.** Simultaneous Test (F)

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	328.336	2	164.168	77.767	.000b
Residual Total	106.773	52	2.111		
	438.109	54			

a. Dependent Variable: Perfomance

b. Predictors: (Constant), Work Environment, Occupational Health and Safety (OHS)

It is known that  $F_{count} (77.767) > F_{table} (2.006)$  with a significant value of 0.000 less than 0.05 or 5%. So it can be concluded that  $H_0$  is rejected and  $H_a$  is accepted, meaning that the variables of Occupational Health and Safety (OHS) (X1) and Work Environment (X2) together (simultaneously) have a positive and significant effect on Performance.

## 5. CONCLUSION

Based on the results of the data processing and analysis carried out, it can be concluded:

- a. Occupational Health and Safety (OHS) has a positive and significant effect on Employee Performance at PT Telkom Indonesia Witel Tangerang MBB Service Operation Unit because the value on the tcount is greater than the ttable value with a value of  $4.656 > 2.006$ . In addition, it is also known that the significant value of 0.000 is smaller than 0.05 or 5%, therefore it is concluded that  $H_0$  is rejected and  $H_a$  is accepted, meaning that Occupational Health and Safety (OHS) has a positive and significant effect on Employee Performance at PT Telkom Indonesia Witel Tangerang MBB Service Operation Unit.
- b. The work environment has a positive and significant effect on employee performance at PT Telkom Indonesia Witel Tangerang MBB Service Operation Unit because the value on the tcount is greater than the ttable value with a value of  $3,595 > 2,006$ . In addition, it is also known that the significant value of 0.01 is smaller than 0.05 or 5%, therefore it is concluded that  $H_0$  is rejected and  $H_a$  is accepted, meaning that the Work Environment has a positive and significant effect on Employee Performance at PT Telkom Indonesia Witel Tangerang MBB Service Operation Unit.
- c. Occupational Health and Safety (OHS) and Work Environment variables together have a positive and significant effect on Employee Performance at PT Telkom Indonesia Witel Tangerang MBB Service Operation Unit because the F test results show that the Fcount value is greater than Ftable with a value of  $77.767 > 2.006$ . In addition, it is known that the significant value is  $0.000 < 0.05$  or 5%, which means that the significant value is less than 0.05 or 5%, which is concluded that  $H_0$  is rejected and accepts  $H_a$ . In the sense that the variables of Occupational Health and Safety (OHS) and Work Environment together have a positive and significant effect on Employee Performance at PT Telkom Indonesia Witel Tangerang MBB Service Operation Unit.

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