

The Influence of Occupational Health and Safety (K3), Work Experience on Employee Performance at PT. Telaga Hikmah Kebun Hikmah Satu, East Pedamaran District

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Abstract

The company has prepare tool protection equipment work with appropriate as well as Fulfill provision K3 rules, however there is a number of employee still negligent use tool and equipment work by discipline moment work, thing this naturally have influence for company. Furthermore, there is employees who have not quite enough answer new (position), current doing Duty not yet in accordance hope because not yet have experience on position new so that results work not yet maximum. Study this aims to find out influence K3, experience work to performance employees. The method used on study this is method quantitative. We found on health and safety work (k3) has the effect is only positive and significant to performance employees, plus with experience work have his influence is positive also significant to perfor-mance employee and also added K3, experience work by together give influence only is positive and significant nsi to performance employees.

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1. Introduction

Human resources are the superior part of the company, because people are the first part that must be cared for and guided so that they always progress. In order to have employees who always progress, the company must try to organize HR management as well as possible to get employee work results that continue to progress.

Problems at PT. One lesson learned is that there are some employees who still neglect to wear complete protective work equipment when working. This problem certainly has an impact on the company, if an accident occurs while carrying out their duties, the work results will not be good, because employees cannot carry out their

duties effectively, if they are still ordered to carry out their duties it will cause danger. Furthermore, there are employees who have new responsibilities (positions) when carrying out their duties does not meet expectations because they do not have experience in the new position.

According to Wibowo (2014) performance can mean the results of work or work achievements and also how the stages of work progress. According to Sinambela (2016) occupational health and safety (K3) is a working condition that is healthy and there is no danger to the workforce, or to the community or the area surrounding the company and workplace, so employees can carry out their work comfortably and with high levels of support. According to Foster (Susanto, 2020) experience is a measurement of the length of time a person has worked to understand the tasks and work they have done well. Research by Fazriah, Safina & Tumanggor (2022) found that occupational safety and health programs have a positive and significant influence on employee performance. Then, research by Fanulena, Lengkong & Dotulong (2022) found that work experience had a positive and significant influence on employee performance. Next, research by Hamzah & Oktarina (2015) produced K3 findings, that work experience has a positive and significant influence on employee performance.

Against the background of this problem, research was conducted with the aim of finding out the influence of K3, and also work experience on employee performance at PT. Telaga Hikmah Satu, East Pedamaran District.

2. Research Method

The research uses quantitative methods. Sugiyono (2019) states that quantitative research methods can mean research methods that are based on the philosophy of positivism, used as research on a specified population or sample, collecting data with research instruments, analysis of data that has a quantitative or statistical nature with the aim of testing a specified hypothesis. .

The research data source used is primary data, meaning data that directly provides data to the data holder is called a questionnaire. Population is an area of generalization consisting of objects and subjects that hold values or characteristics that researchers have determined to be understood and then concluded. The total population in this study was 486 people and is described in the following table.

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Table 1. Population Table

No	Golongan Karyawan	Jumlah
1.	Karyawan Harian Tetap (KHT)	
	a. Pegawai Bulanan	69
	b. Umum	45
	c. Inti Hikmah Satu Satu (IHSS)	53
	d. Inti Hikmah Satu Dua (IHSD)	53
	e. Inti Hikmah Satu Tiga (IHST)	43
	f. Inti Hikmah Satu Empat (IHSE)	42
2.	Karyawan Harian Lepas	179
3.	Karyawan Kontrak	2
	Jumlah	486

Sumber : Biro Kepegawaian PT. Telaga Hikmah Kebun Hikmah Satu

The sample is part of the number and characteristics included in the population. The number of samples in this study was 83 respondents as representatives of permanent daily employees of PT. Telaga Hikmah Satu with the sampling technique in the research is stratified random sampling.

Table 2. Research Sample

Unit	Ukuran sampel	Sampel	
Pegawai Bulanan	$69/305 \times 83$	18,77	19
Umum	$45/305 \times 83$	12,24	12
Inti Hikmah satu Satu (IHSS)	$53/305 \times 83$	14,42	14
Inti Hikmah Satu Dua (IHSD)	$53/305 \times 83$	14,42	14
Inti Hikmah Satu Tiga (IHST)	$43/305 \times 83$	11,70	12
Inti Hikmah Satu Empat (IHSE)	$42/305 \times 83$	11,42	12
Jumlah			83

Sumber : Diolah oleh penulis, 2022

The technique for collecting data in this research is observation, questionnaires and interviews. The variables in this research are the independent variable, namely K3, and work experience, plus the dependent variable, namely performance.

The operational definition of research variables according to Mangkunegara (Paramarta, Kosasih & Sunarsi, 2021) K3 is ensuring conditions that are without danger or free from suffering, damage or loss at the work place and the indicators are the environment at the work site, air control, lighting control, use of work tools, physical and psychological conditions. According to Foster (Susanto, 2020) experience is a measurement of the length of a person's work period to understand the responsibilities and work they have done well and the indicators are: length of time or period of work, knowledge and skills, mastery of work and equipment. According to Wibowo (2014), performance can mean the results of work or work achievements and also how the stages of work take place and the indicators, namely: goals, standards, feedback, tools or facilities, competencies, motives, opportunities.

The data analysis techniques used in this research are simple and multiple regression analysis, correlation coefficient, coefficient of determination, t test and F test.

3. Results

The research results were carried out using SPSS For Windows 21. The X1 validity test is measured by 10 questions.

Table 3. K3 Validity Results

Item	Signifikan (2-tailed)	Nilai $\alpha = 0,05$	Keterangan
1	0,000	0,05	Valid
2	0,000		Valid
3	0,000		Valid
4	0,000		Valid
5	0,000		Valid
6	0,000		Valid
7	0,000		Valid
8	0,000		Valid
9	0,000		Valid
10	0,000		Valid

Sumber : Diolah dari data primer tahun 2022

The validity test of the work experience variable is measured with 9 questions or statements.

Table 4. Work Experience Validity Results

Item	Signifikansi (2-tailed)	Nilai $\alpha = 0,05$	Keterangan
1	0,000	0,05	Valid
2	0,000		Valid
3	0,000		Valid
4	0,000		Valid
5	0,000		Valid
6	0,000		Valid
7	0,000		Valid
8	0,000		Valid
9	0,000		Valid

Sumber : Diolah dari data primer tahun 2022

The validity test of the performance variable is measured with 14 questions or statements.

Table 5. Employee Performance Validity Test Results

Item	Signifikansi (2-tailed)	Nilai $\alpha = 0,05$	Keterangan
1	0,000	0,05	Valid
2	0,000		Valid
3	0,000		Valid
4	0,000		Valid
5	0,000		Valid
6	0,000		Valid
7	0,000		Valid
8	0,000		Valid
9	0,000		Valid
10	0,000		Valid
11	0,000		Valid
12	0,000		Valid
13	0,000		Valid
14	0,000		Valid

Sumber : Diolah dari data primer tahun 2022

Reliability is measured from questionnaire questions using the Cronbach alpha test. Priyatno (2018) states that the reliability measure is $> 0,6$, meaning it is reliable.

Table 6. Reliability Results

Variabel	Nilai Reliabilitas	Standar Nilai Reliabilitas	Keterangan
Kesehatan dan Keselamatan Kerja (K3) (X_1)	0,741	0,6	Reliabel
Pengalaman Kerja (X_2)	0,755		Reliabel
Kinerja Karyawan (Y)	0,749		Reliabel

Sumber : Diolah dari data primer tahun 2022

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Table 7. Results of Multiple Regression Analysis

No.	Variabel	a (Konstanta)	b (koefisien regresi)
1.	Kesehatan dan Keselamatan Kerja (K3) (X ₁)	10,696	0,419
2.	Pengalaman Kerja (X ₂)		0,830

Sumber : Diolah dari data primer, 2022

As seen in the table, the equation for multiple regression analysis is $Y = a + b_1X_1 + b_2X_2$ that is $Y = 10,696 + 0,419X_1 + 0,830X_2$

Table 8. Correlation Coefficient Analysis Test Results

Variabel	Korelasi	Signifikansi
Kesehatan dan Keselamatan Kerja (X ₁)	0,724	0,000
Pengalaman Kerja (X ₂)	0,802	0,000

Dependen Variabel : Kinerja Karyawan (Y)

Sumber : Data primer yang diolah, 2022

Based on the table above, the multiple correlation coefficient value for K3 is 0.724 plus work experience 0.802, then significant < 0.05 , meaning K3 and work experience have a relationship with performance.

Table 9. Determination Coefficient Analysis Test Results

Variabel	R Square
Kesehatan dan Keselamatan Kerja (K3)(X ₁), Pengalaman Kerja (X ₂) terhadap Kinerja Karyawan (Y)	0,692

Sumber : Data primer yang diolah, 2022

Based on the table above, the R² value is 0.692 or 69.2%, meaning an increase or decrease in employee performance at PT. Telaga Hikmah Satu can be explained in the K3 variables and work experience.

Table 10. t Test Results

Variabel	t	Signifikan	Keterangan
Kesehatan dan Keselamatan Kerja (K3) (X ₁)	3,404	0,001	Signifikan
Pengalaman Kerja (X ₂)	6,289	0,000	Signifikan

Dependent Variabel : Kinerja Karyawan (Y)

Sumber : Data primer yang diolah, 2022

Seen in the table, the result of the K3 t test is 3.404 plus work experience is 6.289, then the significance is < 0.05 , meaning that partially there is an influence of K3 on employee performance, work experience on employee performance at PT. Lake of Wisdom One.

Table 11. F Test Results

Variabel	F	Signifikan	Keterangan
Kesehatan dan Keselamatan Kerja (X ₁), pengalaman kerja (X ₂)	81,893	0,000	Signifikan

Dependent Variabel : Kinerja Karyawan (Y)

Sumber : Data primer yang diolah, 2022

Based on the table, the results of the F K3 test and work experience are 81.893 plus a significance of < 0.05 , meaning that according to the K3 simultaneous work experience also has an influence on employee performance at PT. Lake of Wisdom One.

4. Discussion

The Influence of Occupational Health and Safety (K3) on Employee Performance

The validity test proves that all questions when used in the K3 variable are valid, while the respondent's answer SS (Strongly Agree) is more prominent because at PT. Telaga Hikmah Satu Health responsibility as per BPJS, personal protective equipment and clinics available at PT. Telaga Hikmah Satu is good.

From the results of the reliability test, it proves that the questions in variable K3 are reliable. From the results of the simple regression analysis test on the K3 variable with performance, it is positive. From the results, there is a partial influence of K3 on employee performance at PT. Lake of Wisdom One.

The results of this research are explained according to Sinambela (2016) that occupational health and safety (K3) is a working condition that is healthy and there is no danger to the workforce, or to the community or areas surrounding the company and workplace, so employees can carry out their work comfortably and with support. Additionally, Mangkunegara's opinion (Paramarta, Kosasih & Sunarsi, 2021) is that K3 ensures conditions that are without danger or free from suffering, damage or loss in the workplace.

The results of this research are in line with research according to Fazriah, Safina & Tumanggor (2022:35-144), the title of which is the influence of occupational safety and health (K3) programs on the performance of PT employees. Metro Global Service Medan, the results are that the occupational safety and health program has a positive and significant influence on employee performance.

The Influence of Work Experience on Employee Performance

The validity test proves that all the questions used in the work experience variable are valid, while the respondent's answer SS (Strongly Agree) is more prominent because at PT. Telaga Hikmah One employee has mastery and understanding of work tools according to expertise in their field.

From the results of the reliability test, it proves that the questions in the work experience variable are reliable. From the results of the simple regression analysis test on the variable work experience and performance, it is positive. From the partial results, the influence of work experience on employee performance at PT. Lake of Wisdom One.

The results of this research are explained by Foster (Susanto, 2020) that experience is a measurement of the length of time someone has worked to understand the tasks and work they have done well.

The results of this research are in line with research according to Fanulene, Lengkong & Dotulong (2022:419-428), the title is Analysis of the Influence of the Work Environment, Leadership Style and Work Experience on Employee Performance at

PT. Angkasa Pura 1 (Persero) Sam Ratulangi International Airport Manado, obtained the results that work experience has a positive and significant influence on employee performance.

The Influence of Occupational Health and Safety (K3), Work Experience on Employee Performance

The validity test shows that all the questions used in the performance variable are valid, while the respondent's answer SS (Strongly Agree) is more prominent because at PT. Telaga Hikmah Satu was assessed for accurate completion of tasks, discipline and compliance with regulations.

The normality test for each research variable is normal, and multicollinearity does not occur and heteroscedasticity does not occur.

In the results of the multiple regression analysis test on K3, work experience and employee performance also have a partial influence.

The results of the determination of the R² value are 0.692 or 69.2%, meaning that employee performance at PT increases or decreases. Telaga Hikmah Satu can be explained in the K3 variables and work experience. The results of the F K3 test and work experience are 81.893 plus a significance of <0.05, meaning that simultaneously K3 and work experience have an influence on employee performance at PT. Lake of Wisdom One.

The results of this research are explained according to Wibowo (2014). Performance can mean work results or work achievements and also how the stages of work take place.

The results of this research are in line with research by Hamzah & Oktarina (2015: 111-121) entitled The Influence of the Implementation of Occupational Safety and Health, Office Facilities and Work Experience on the Performance of Central Java Provincial Health Service Employees, resulting in K3, work experience has a positive and significant influence on performance employee.

5. Conclusions and Suggestions

Conclusion

atas hasilnya penelitian saat dilakukan terdapat berpengaruhnya positif dan signifikansi K3 kepada kinerja karyawan dilanjutkan pula terdapat berpengaruhnya positif dan signifikansi pengalaman kerja kepada kinerja karyawan ditambah dengan terdapat berpengaruhnya positif dan signifikansi k3 dan pengalaman kerja kepada kinerja karyawan di PT. Telaga Hikmah Satu

Suggestion

Hasilnyapun penelitian ini memeperlihatkan jika K3 memiliki pengaruhnya positif dan signifikansi kepada kinerjakaryawan, oleh karena itu perusahaan lebih baiknya perhatian dengan langsung ketika karyawan melaksanakan tugas jadi perusahaan memahami kebutuhan karyawan juga diberi peringatan dan hukuman bilamana melanggar aturan perusahaan dalam pemakaian alat perlindungan diri dengan lengkap hal tersebut dilakukan agar terhindar atas bahaya juga sakit diakibatkan dari kerja agar kinerja dimiliki oleh karyawan memuaskan.

Atas hasilnya penelitian memperlihatkan jika pengalaman kerja mempunyai pengaruhnya positif dan signifikansi kepada kinerja karyawan, hendaknya karyawan bisa menempatkan posisi jabatan atau pekerjaan sesuai dengan pengalaman karyawan. Tujuannya supaya bisa memahami pekerjaannya secara baik juga kinerja yang dimiliki karyawan memuaskan. Untuk meningkatkan kinerja, hendaknya perusahaan dapat mengelola karyawan dengan baik yaitu memperhatikan kesehatan dan keselamatan kerja karyawan dan menempatkan posisi karyawan yang sudah memiliki pengalaman dalam bidang tersebut.

Thank-you note

Terimakasih pada dosen bimbingan sudah mengarahkan peneli saat menyelesaikan penelitian ini dan terimakasih kepada rekan-rekan PT. Telaga Hikmah Satu yang membantu dalam menyiapkan data yang diperlukan oleh peneliti.

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