

The Influence of The Working Environment, Safety And Occupational Health of The Employee Performance PT Darma Henwa Tbk Bengalon Coal Project Location PIT B East Kalimantan

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Abstract

Purpose: The purpose of this research is to know and explain the significant influence the work environment (X 1), Safety (X 2), and occupational health (X 3) against the performance of employees (Y).

Methodology

This type of research is explanatory research (explanatory research) with a quantitative approach. Sample as many as 86 people respondents. Method of collecting data by spreading the questionnaire directly at PT Darma Henwa Tbk Bengalon Project location of Coal PIT B East Kalimantan. The analysis of the data used is descriptive analysis and multiple linear analysis.

Research Results

The results showed that emotional intelligence variables (X 1), Safety (X 2) and occupational health (X 3), a positive and significant effect on performance of employees (Y) is evidenced by the value of < 0.05 probability which means that there is significant influence. R2 (coefficient of determination) of 0.573% 42.7%, while the rest is affected by other variables.

Keywords: *work environment, Work Safety, occupational health, and Employee Performance*

Date of Submission: 12-03-2018

Date of acceptance: 30-03-2018

I. Introduction

The era of globalization requires companies to be able to take a decision on the appropriate strategy in order to compete in an industrial environment increasingly fierce and competitive. The decision concerning the decisions in all functional areas. One that must be considered by the company to manage the functions of management is how to manage human resources in order to improve efficiency and effectiveness. The Company has long-term goals and short-term needs to be achieved. Achievement of these objectives requires the carrying capacity of a company in the form of human resources, systems and integrated technologies, as well as the right strategy. Management of the resources needed by the company, the human resources occupy the most important position. Human resources as an active manager of the company, making it a key role in the success of companies that are in the human resources of the company. The success and the company's success can be seen from the work environment, occupational safety and health program of work and the performance shown by its employees through a given outcome for the company, and therefore the company demands that its employees were able to show optimal performance. In improving the performance of employees who either one of the factors that cause is environmental. According to Suyanto (2012: 43) the work environment is a very important part in the work of employees.

Companies need employees who are skilled in working and work harder and be willing to achieve optimal results. In addition the company also must ensure their employees feel protected in carrying out the work. Occupational health and safety assurance directly gives a secure feeling so that employees can work without feeling pressured by the conditions or the circumstances surrounding it. Efforts in providing assurance of safety and health by providing personal protection for employees so that they can avoid the dangers that can arise. According Mangkunagara (2005: 161) Safety shows that safe or good condition of suffering, damage or loss in the workplace. Safety risk is an aspect of the working environment that could cause a fire, the fear of electricity cuts, bruises, broken bones, loss of organs, eyesight and hearing. All that is often associated with company equipment or the physical environment and include tasks that require maintenance work and research. Meanwhile, according to the occupational health Meily (2010: 72) is an effort to maintain and improve

the health of the physical, mental and social well-being of all workers as high. Prevent health problems caused by working conditions, protect workers from occupational risk factors that are detrimental to health.

PT Darma Henwa Tbk Bengalon Coal Project Location PIT B East Kalimantan is a mining services company specializing in contractor services, general mining services, maintenance and upkeep of equipment. This company also engaged in various business fields that use the resources starting from the capital, material, and machinery. Those activities are included within the scope of businesses that have mining activity process. PT Darma Henwa Tbk Bengalon Coal Project Location PIT B East Kalimantan has conducted various mining activities in several projects with the results and the quality to be proud of, one that PT Kaltim Prima Coal engaged in coal mining project.

PT Darma Henwa Tbk Bengalon Coal Project Location PIT B East Kalimantan has a mission that is creating a good management knowledge, providing maximum value to all stakeholders, and continues to grow on an ongoing basis, providing a high quality service to stakeholders with a high commitment in terms of Health, Safety and Environment and corporate social responsibility are high then the Darma Henwa PT Tbk Bengalon Project location of Coal PIT B East Kalimantan sued to have the human resources that have a good performance. A good performance will be achieved if supported by the work environment, work safety and health programs. Employees who have the ability and finish his work on time in accordance with the company's expectations.

II. Literature Review

EMPLOYEE PERFORMANCE

Performance is the result of work required by each organization in achieving its goals (Riva, 2009). Performance is a function of motivation and ability. "Performance is the result of the quality and quantity of work achieved an employee in carrying out their duties in accordance with the responsibilities given to him (Mangkunagara, 2009)." Performance is the real behavior shown by everyone as the resulting performance by employees in accordance with its role within the company.

Jobs can be measured through the number of jobs, quality, timeliness, presence and collaboration capabilities. Fifth it can be used as the basis of the performance appraisal. Standard work must be measurable and clearly understood and includes all the work (Moeheriono, 2010).

Elements of employee performance can be grouped into a certain performance level by looking at the aspects of it (Kusumaningtyas, 2014). Achievement of employees included in the elements of employee performance is essential for the achievement of employee performance is the result of an employee work achieved in implementing the tasks and work assigned to him.

The purpose of employee performance is the proficiency of an employee in performing tasks and jobs that have been granted and appropriate targets are set. Individual employee performance appraisal is very important in an organization (Kusumaningtyas, 2014). Assessment work is very useful for measuring the extent to which employees can finish the work that has been given, can see the deficiencies and improve the ability of employees to improve or develop the skills of employees and job descriptions (Mangkunagara, 2005).

WORK ENVIRONMENT

A good working environment is a safe environment and can affect the performance of the employee in performing the tasks assigned to him (Sedarmayanti, 2012). While "less comfortable working environment for employees would be considered inadequate and it may cause a decrease in the performance of the employee, the employee was not at home, and not the spirit of the obligations and complete the work that has been given by the company" (Hartono, 2014). "Work environment is a factor beyond humans, both physical and non-physical in an organization" (Sedarmayanti, 2012). Physical factors include work equipment, working temperature, density, noise, spacious workspace. While the non-physical factors include labor relations in the company formed between leaders and subordinates and among employees.

SAFETY

Workplace safety covers employee protection from injuries caused by accidents related to work (Mondy 2008). "Workplace safety indicate a safe condition or survivors of suffering, damage or loss in the workplace" (Mangkunagara, 2009). Safety risks are aspects of the working environment that could cause a fire, the fear of electricity, cuts, bruises, broken bones, loss of organ, sight, and hearing. All that is often associated with company equipment or the physical environment and include tasks that require maintenance work and exercise. Factors that affect job safety (Safety), which can result in occupational accidents include state companies that do not fit or are inadequately protected, the activities of employees who do not meet the safety and condition of the employee or psychological air. An accident is an unplanned event and must be analyzed in terms of cost and why. Occupational accidents are usually the result of the actions of labor and unsafe working environments, or a combination of both (Panggabean, 2004)

OCCUPATIONAL HEALTH

Health is comprised of the physical, mental and emotional stability in general. Healthy individuals who are free of disease, injury and mental and emotional problems that can interfere with normal human activity in general (Mathis, 2002). According to the Mangkunagara Megginson (2005: 161) Health is a state that shows the free state of physical, mental, emotional or pain caused by the working environment. "The attempt to maintain the health of the employees into one of the tasks of the company (Mangkunagara, 2005: 266).

III. Formulation of Hypotheses

Ristiani (2012) researching on the influence of the Program health and safety and the working environment of employees on performance Parts Production in PT Surya Bratasena Pelalawan Plantation. Ambarsari (2012) researching on the influence of work environment Health and safety Work on performance of employees At PT Total Wake Persada Tbk. Firmanzah (2017) researching on the influence of the safety and health of employees at Work on performance Pt. PLN (Persero) Distribution Of Kediri, East Java Area. Juwitasari (2014) researching on the influence of the safety and health of work on performance of employees in the Employee Section of the production of PT Inti Sublime Fuja Timeless Beji Pasuruan. The gift (2017) Independent University Management Department Poor researching on the analysis of the influence of Work Motivation, job satisfaction, and the work environment on performance of employees At PT Bank Central Asia Tbk Branch Main Malang. Based on previous relevant research discussion then the first hypothesis formulation is:

The H1: Allegedly the work environment, Safety and occupational health effect on the performance of employees.

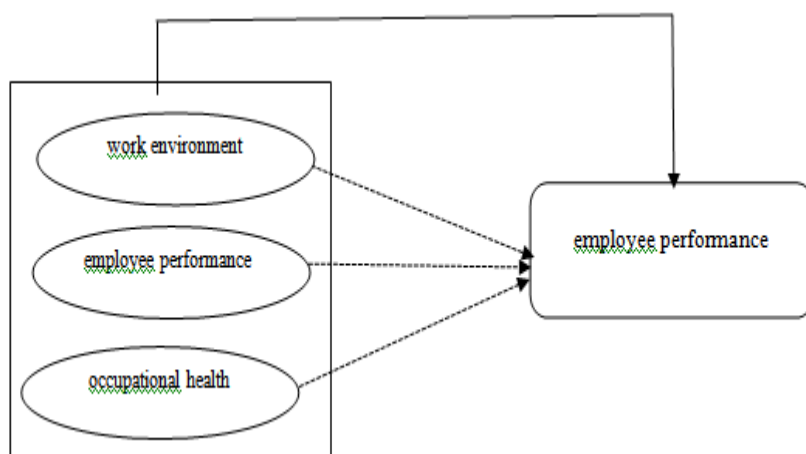
Some studies have shown a positive and significant relationship between work environment, safety and occupational health of the environment work (for example, Ristiani (2012) and Ambarsari (2012). Ambarsari (2012) research shows that safety positive and significant effect on performance of employees. Previous research gives an overview that there is a significant and positive influence on performance of employee safety, the second hypothesis formulation is:

H2: Allegedly the dominant effect Safety to increased performance of employees.

IV. Methodology

RESEARCH DESIGN

The study uses a quantitative method to determine the effect of work environment, occupational safety and health on the performance of employees in PT Darma Henwa Tbk Bengalon Coal Project Location PIT B East Kalimantan. the variables used are work environment X_1 , employee performance X_2 , occupational health X_3 and employee performance Y .



Conceptual Framework Research

POPULATION

The population is all employees PT. Darma Henwa Tbk Bengalon Coal Project Location PIT B East Kalimantan which amounts to 600 people.

SAMPLING

Samples of this study are employees PT. Darma Henwa Tbk Bengalon Coal Project Location PIT B East Kalimantan. Sampling in this study uses the Slovin's formula (Sekaran, 2014). Based on the results of the calculation of the number of samples in the calculation described was 85.71 or rounded be 86. Then the samples are examined as many as 86 employees PT. Darma Henwa Tbk Bengalon Coal Project Location PIT B East Kalimantan.

V. Results And Discussion

TESTING INSTRUMENTS RESEARCH

Validity Test

Validity test was performed using SPSS ver. 20.0. Product moment correlation produces the value of each item with a statement of the overall question item scores. Sig. r items more questions than 0.05 ($\alpha = 0.05$), which means that each item is a valid variable, so it was concluded that these items are used to measure the research variables.

Test Reliability

Instrument reliability testing performed on the items that are valid questions. Instrument declared not reliable if the reliability values obtained are not reliable if the reliability values obtained did not reach 0.60. Reliability test results show that each value is greater reliability coefficient of 0.60 so that the instrument used otherwise reliable.

A CLASSIC ASSUMPTION TEST

Test For Normality

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		86
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.29881245
Most Extreme Differences	Absolute	.082
	Positive	.037
	Negative	-.082
Kolmogorov-Smirnov Z		.759
Asymp. Sig. (2-tailed)		.612

a. Test distribution is Normal.
b. Calculated from data.

Source: primary Data processed, 2018

Sig. of 0612 or greater than 0.05; provisions H0 is that the normality assumption is met.

Autocorrelation

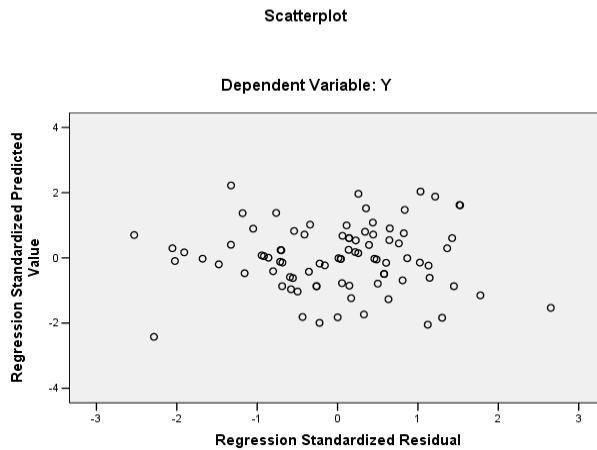
From Durbin-Watson table for n = 86 and k = 3 known values of 1,722 and 4-du amounted to 2,278. Autocorrelation test results are shown in Table.

Mode	Durbin-Watson
1	1,905

Source: primary Data processed, 2018

Durbin Watson test value of 1,905 that lies between 1,722 and 2,278, it can be concluded that there is no autocorrelation assumption has been fulfilled.

Test Heteroskedastisitas



Source: primary Data processed, 2018

From the test results show scatterplot diagram view spread out and do not form a particular pattern that does not occur heteroscedasticity, so it can be concluded that the residual variance has a homogeneous (constant) or in other words there are no symptoms heterokedastisitas.

Test Multicollinearity

From the test results do not happen multicollinearity between independent variables. Thus the absence of multicollinearity assumption can be fulfilled.

MULTIPLE LINEAR REGRESSION ANALYSIS

Regression Equations

From the above equation can be interpreted as follows:

Employee Performance will increase by 0.236 units for every additional unit of X_1 (work environment). So if the work environment has increased one unit, then the Employee Performance will increase by 0.236 units assuming other variables held constant.

Employee Performance will be increased by 0.557 units for every additional unit of X_2 (safety), so if Safety increased 1 unit, the performance of employees will be increased by 0.557 units, assuming other variables held constant.

Employee Performance will increase by 0.258 units for every additional unit of X_3 (occupational health), so if Safety increased 1 unit, the performance of employees will increase by 0.258 units assuming other variables held constant.

Coefficient of Determination (R^2)

Correlation and Determination

R	R Square	Adjusted R Square
0.767	0.588	0.573

Source: primary Data processed, 2018

The coefficient of determination is used to calculate the effect or contribution of independent variables on the dependent variable. From the analysis in Table 4:18 obtained results adjusted R (coefficient) of 0.573. This means that 57.3% variable employee performance will be affected by the independent variable, namely the Working Environment (X_1), Safety (X_2), and Health (X_3). While the remaining 42.7% variable employee performance will be influenced by other variables that are not addressed in this study.

In addition to the coefficient of determination was also obtained correlation coefficient showing the extent of the relationship between the independent variable is the Work Environment, Safety and Occupational Health variable Employee Performance, the value of R (correlation coefficient) of 0767, the value of this correlation indicates that the relationship between the independent variables are the Working Environment (X_1), Safety (X_2), and Health (X_3) with Employee performance included in the strong category because they are at an interval of 0.6 to 0.8.

HYPOTHESIS TESTING

Hypothesis testing I

The value of the count of 39.006 F. While table F ($\alpha = 0.05$; db: db = 3 regression residual = 82) is of 2.716. Because $F_{\text{female}} > F > 2.716$ 39.006 IE table or the value of the sig F (0.000) $\alpha < 0.05$ then model regression analysis was significant. This means that H_0 is rejected and accepted H_1 so it can be inferred that the bound variable (Performance) can be influenced significantly by the free variable (work environment (X 1), Safety (X 2), and occupational health (X 3)).

Hypothesis testing II

t test between X1 (Working Environment) to Y (Performance Employees) shows $t = 2.442$. While t table ($\alpha = 0.05$; db residual = 82) is equal to 1,989. Because $t_{\text{count}} > t_{\text{table}}$ is $2,442 > 1,989$ or sig t (0.017) $< \alpha = 0.05$ then the effect of X1 (Working Environment) to the Employee performance is significant. This means that H_0 rejected and H_1 accepted so that it can be concluded that employee performance can be significantly affected by the work environment or to improve the work environment Employee Performance will increase significantly.

t test between X2 (Safety) and Y (Performance Employees) shows $t = 2.881$. While t table ($\alpha = 0.05$; db residual = 82) is equal to 1,989. Because $t_{\text{count}} > t_{\text{table}}$ is $2,881 > 1,989$ or sig t (0.005) $< \alpha = 0.05$ then the effect of X2 (Safety) the Employee Performance is significant at alpha 5%. This means that H_0 rejected and H_1 accepted so that it can be concluded that employee performance can be significantly affected by the Occupational Safety or by improving the employee performance will increase significantly.

t test between X3 (Health) and Y (Performance Employees) shows $t = 2.205$. While t table ($\alpha = 0.05$; db residual = 82) is equal to 1,989. Because $t_{\text{count}} > t_{\text{table}}$ is $2.205 > 1.989$ or sig t (0.030) $< \alpha = 0.05$ then the influence of X3 (Health) the Employee Performance is significant at alpha 5%. This means that H_0 rejected and H_1 accepted so that it can be concluded that employee performance can be significantly affected by the Occupational Health or by increasing the Occupational Health Employee Performance will increase significantly.

The independent variables have a significant influence on employee performance simultaneously and partially. And from here it can be seen that the third independent variable is the most dominant influence on Occupational Safety Employee Performance is because it has a beta coefficient and t the greatest.

DISCUSSION OF RESEARCH

Work Environment, Safety and Occupational Health and Employee Performance

Based on the results of the descriptive analysis, the company's employees feel comfortable working environment today is very good, a sense of security for employees and show a good relationship, a conducive and kinship among employees and supporting facilities that support the improved performance of employees.

Safety in the variable indicates that the average response items on variable safety is a very good category. This means that the employee agrees with excellent working conditions, employees are always disciplined restore and secure when finished using, employees use protective gear to avoid the risk, employees work in accordance with the procedure. It can be concluded that the employee has a good safety program in the works.

Good health would improve employee performance in conducting the company. Cleanliness in an excellent working environment, waste disposal industry in perusahaan excellent and routine, and means madi room is very good and tidy. Average company employee sejutu good working environment, a sense of security for employees, good working conditions, hygiene excellent working environment and the health of employees is guaranteed within the company and to improve the performance of employees.

Effect of Work Environment, Safety and Occupational Health of the Employee Performance

Based on the analysis, work environment, safety and occupational health simultaneous effect on the performance of employees. The contribution of the influence of the working environment, safety and occupational health amounted to 57.3%, while the remaining 42.7% is influenced by other variables that are not examined in this study. This contribution provides information to policy makers that the company to improve can pay attention to the working environment, safety and occupational health.

Based on the analysis of the partial results, work environment, safety and occupational health significantly influence employee performance. That influence is a positive influence, where the better working environment, safety and occupational health of the company, will increase the performance of employees in the company. This is according to research Ristiani (2012), Ambarsari (2012), Juwitasari (2014) who found the influence of the working environment, occupational safety and health on the performance of PT. Darma Henwa Tbk Bengalon Coal Project Location PIT B East Kalimantan. Employees who have a working environment, safety and occupational health that made him feel safe going to work seriously to achieve organizational goals.

Safety Dominant Influence on Employee Performance

Safety dominant influence in the performance of companies that were examined in this study. This means that safety has an important role on the performance of employees, such as excellent working conditions, employees are always disciplined restore and secure when finished using, employees use protective gear to avoid the risk, employees work in accordance with the procedure. Safety is an important factor in achieving organizational success. This is according to research Ambarsari (2012) who found work safety dominant influence on the performance of employees. Employees with lower safety program that the company will be a factor employee performance levels that will be generated for the company's progress.

Of safety items are examined in this study, employees use protective gear to avoid the risks and employees working in accordance with the procedures to be important in improving employee performance. As well as work safety, which could give a boost to employees for achievement and motivation to work. A good safety program will affect the employees to survive and improve the performance of employees at PT. Darma Henwa Tbk Bengalon Coal Project Location PIT B East Kalimantan.

VI. Conclusions And Future Research

The test results through descriptive analysis of the mean value of each variable, it can be concluded that on average respondents in the work environment variables (X1), safety (X2), health (X3) and employee performance (Y) is agreed. This indicates that the application of the working environment, safety, occupational health and employee performance has been good, although there are a number of employees are not satisfied with the implementation of the working environment, safety and occupational health exists.

Influence simultaneously (together) for each independent variable on employee performance is done by testing the F-test. From the results of multiple linear regression analysis obtained independent variables had a significant effect simultaneously on employee performance. It can be concluded that the testing of the hypothesis that the influence jointly (simultaneously) the independent variable to variable employee performance is acceptable. To determine the effect of individual (partial) variables, Work (X1), Safety (X2) and Health (X3) on employee performance testing conducted by t-test. Based on the test results showed that the three variables, each of which has a significant influence on employee performance.

The results of the variable R² is 57.3% of employee performance will be affected by the independent variable, namely the Working Environment (X1), Safety (X2), and Health (X3), the remaining 42.7%, the investigators suggest future research to incorporate other variables besides studied, such as motivation, job satisfaction, and leadership.

VII. Limitations Of Research

Of the limitations of this study uses only one company, this research could only be used for company PT. Darma Henwa Tbk Bengalon Coal Project Location PIT B East Kalimantan, can not be used for other companies. Therefore it is advisable to proceed to another company with a similar study in the future.

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IOSR Journal of Business and Management (IOSR-JBM) is UGC approved Journal with SI. No. 4481, Journal no. 46879.

Paramitha Nurmalina Yudianto1. " The Influence of The Working Environment, Safety And Occupational Health of The Employee Performance PT Darma Henwa Tbk Bengalon Coal Project Location PIT B East Kalimantan ." IOSR Journal of Business and Management (IOSR-JBM) 20.2 (2018): 18-25.