

The effect of work environment and health, work safety on employee performance

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ABSTRACT

Employee performance is an essential factor influencing success. In an organization, this is one of the most critical functions of a company. This study aims to determine the variables that affect employee performance and develop a theoretical basis and research model. This study used an associative descriptive quantitative method with a population of 56 respondents drawn into a sample using non-probability sampling, using the saturated sampling / total sampling method. Data analysis techniques using linear regression with the help of SPSS software version 26. The results of this study show that the first hypothesis of the work environment does not affect employee performance. Thus, the second hypothesis states that occupational health safety significantly influences employee performance. The third hypothesis is that employee performance is influenced by the work environment and occupational health safety, which can simultaneously improve employee performance. This research is expected to make theoretical contributions to the literature in this context, certainly in the context of human resource management.

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1. Introduction

In facing competition in the global era, institutions are required to work more effectively and efficiently. Increasingly fierce competition causes institutions to be able to increase competitiveness to maintain their survival. Human resources are the most crucial element in determining the back-and-forth of an institution. To achieve the company's goals, human resources are needed to meet the requirements and needs of the institution. They can carry out tasks that the institution has determined. In general, each institution will always strive to improve its performance with the hope that its goal will be achieved (Danilenko & Perminova, 2022; Lopez et al., 2022). Resources are a company's most unique, vulnerable, purest, and hardest-to-estimate asset. Each employee has a different set of backgrounds, which will affect their respective expectations and, in turn, affect the dynamics of the relationship between humans and the company's organization (Putri et al., 2023). Quality human resources will be produced if human resource management is done well and can shape employee performance better so that it can have a positive impact on the effectiveness of interpretation within the company as a whole (Al Amin et al., 2023; Alfarizi et al., 2022; Anshori et al., 2022). Human Resource Management can be interpreted as science applied in the management of Human Resources and is one of the main elements of the organization to achieve the goals that have been set. The success or failure of an organization in realizing its goals depends mainly on the human resources owned by the company (Gunawan et al. 2022; Haryadi. D, 2022; Haryadi. D et al., 2021). Human resources play a significant role in organizations' achieving competitive advantage. The development of technology and environmental changes make human resources a critical factor in determining the ability of organizations or

companies in global competition (Haryadi. D et al., 2022; Haryadi. D & Wahyudi, 2020; Karsikah et al., 2023).

Performance is defined as what employees do or don't do. Employee performance influences how much they contribute to the organization (Mukhlisin et al., 2023; Mulyadi et al., 2023; Oktaviani et al., 2023). Performance is the result of work that can be achieved by a person or group of people in a company following their respective authorities and responsibilities to achieve organizational goals illegally, does not violate the law, and does not conflict with morals and ethics (Perry et al., 2023; Purnamasari et al., 2023; Princess et al., 2023). Performance (work performance) is the result of work in quality and quantity achieved by an employee in carrying out his duties following the responsibilities given to him (Rahmatullah et al., 2022; Riyanto et al., 2022; Salahudin et al., 2023; Setiadi et al., 2023). Performance is the implementation of the plan that has been prepared. Human resources implement performance with the ability, competence, motivation, and interests. How organizations value and treat their human resources will affect their attitudes and behaviors in performing (Tajudin et al., 2023; Tania et al., 2021; Wahyudi et al., 2023).

Performance is affected by the work environment. The work environment is everything around the worker, which can affect him in carrying out the tasks charged. For example, cleanliness, music, and others. Because it can affect the work done, every company must strive in such a way that it has a positive influence on employees (Andrews & Haskell, 2023; Yilmaz & Seren İntepeler, 2023). The work environment is an environment in which these employees work in which there are conditions in which the employees work. The work environment is something that exists in the domain of workers that can affect them in carrying out tasks, such as temperature, humidity, ventilation, lighting, noise, workplace cleanliness, and whether or not work equipment is adequate (Gomes et al., 2023; Ljungberg et al., 2023). The work environment is the entire tool and material faced, the surrounding environment where a person works, his work methods, and his work arrangements as individuals and as a group. The work environment can be divided into two, namely, the physical work environment and the non-physical work environment (Suleiman, 2023; Yang et al., 2023). The work environment in a company is critical to getting the attention of company leaders because a conducive and comfortable work environment will affect the effectiveness and productivity of employees in the company (Rydenfält et al., 2023).

Occupational health and safety factors also influence performance. Occupational safety and health is an approach that determines comprehensive and (specific) standards, government policies on company practices in the workplace, and implementation through summons, fines, and other penalties (Lari, 2024; Zhou et al., 2023). Occupational Health and Safety is defined as a thought and effort to ensure the physical and spiritual integrity of the workforce, in particular, and humans in general, the work and culture towards a just and prosperous society. Scientifically, K3 is defined as a science and its application to prevent the possibility of accidents and occupational diseases. Work safety is the principal means for preventing accidents such as disability and death due to work accidents. Occupational safety about labor protection is one of the critical facets of labor protection (Arana-Landín et al., 2023; Rodeghiero & Amaral, 2024). Work safety that is carried out as well as possible will bring a safe and calm climate at work, and it dramatically helps work relations and management. Occupational safety and health is a protective measure to ensure that workers and other people in the workplace/company are always safe and healthy so that every production source can be used safely and efficiently (Cao et al., 2023; Trask & Linderoth, 2023).

PT Krakatau Steel (Persero) Tbk, a name known in Southeast Asian steel companies, came with an agreement with Korean steel producers. Posco established a joint venture company called Krakatau Posco. Krakatau Posco combines the strengths of PT Krakatau Steel (Persero) Tbk. With a skilled workforce, ideal geographical conditions of Indonesia and South Korea Posco, solid financial capabilities, and advanced technology, we understand that it needs to be accompanied by fundamental contributions to the surrounding community and the environment. Therefore, providing a better future for everyone has been our top priority since it was first established in Cilegon, Banten.

This study aims to develop a model examining the three variables the author has analyzed to find out the factors that can improve employee performance. This research is expected to make theoretical contributions to the literature in this context, including in the context of human resource management.

2. Research Method

This research was conducted at PT Krakatau Posco Cilegon Banten, located in Cilegon-Banten. In this study, the method used by the author is quantitative descriptive research with a causal approach. The causal process is an analysis that will look for a picture of relationships, influences, impacts, and causal effects from various concepts or factors or, in some ways, designed in management science. The population in this study was employees of PT Krakatau Posco Cilegon Banten R&D section, totaling 56 respondents. A saturated sampling technique means the entire population is taken as a sample. The data collection technique used in this study used a questionnaire with a Likert scale of 1-5 using the scale method of strongly disagree, disagree, doubt, agree, and strongly agree. Based on the research sample, only 56 respondents were obtained from the questionnaire that had been received. The data analysis technique in this study is a descriptive analysis using the SPSS assistance program version 26, then to determine the influence between variables using inferential analysis with the SPSS assistance program version 26 through validity test analysis, reliability calculations, and then classical assumption tests including data normality. In this study, the author formulated a research hypothesis and the author formulated a theory, namely H1: There is a significant influence of the work environment on employee performance, H2: occupational safety and health affect employee performance, H3: work environment and occupational health safety simultaneously affect employee performance.

3. Results And Discussions

Before a hypothesis test can be performed, a validity test must be conducted to show the extent to which the instrument method or measurement method of something is positively designed. Employee performance was measured with eight statements, the work environment was measured with eight reports, and occupational safety and health variables were measured by eight survey statements collected. This study seeks to validate the validity of the corrected item-total correlation value by looking at its importance in comparing the r-count with the r-table with the validity number Sakhikh has obtained. In addition, the value of Cronbach's alpha also received the value of reliability calculations that are very reliable, and the results of validity tests and reliability calculations for each variable with indicators can be seen in the table below.

Table 1. Validity and reliability test

Item Statement	Validity Convergent	r-table	Decision	Reliability Convergent
Employee Performance				
EP_1	.893	0,263	Valid	0.818
EP_2	.924	0,263	Valid	
EP_3	.882	0,263	Valid	
EP_4	.873	0,263	Valid	
EP_5	.892	0,263	Valid	
EP_6	.934	0,263	Valid	
EP_7	.945	0,263	Valid	
EP_8	.945	0,263	Valid	
Work Environment				
WE_1	.952	0,263	Valid	0.945
WE_2	.944	0,263	Valid	
WE_3	.912	0,263	Valid	
WE_4	.615	0,263	Valid	
WE_5	.674	0,263	Valid	
WE_6	.454	0,263	Valid	
WE_7	.939	0,263	Valid	
WE_8	.923	0,263	Valid	
Occupational Health and Safety				
OHS_1	.567	0,263	Valid	0.978
OHS_2	.828	0,263	Valid	
OHS_3	.800	0,263	Valid	
OHS_4	.893	0,263	Valid	
OHS_5	.384	0,263	Valid	
OHS_6	.891	0,263	Valid	
OHS_7	.844	0,263	Valid	
OHS_8	.732	0,263	Valid	

Table 1 shows that all statement indicator variables for each variable on each indicator have an r-count value of > 0.263 , which automatically meets the data validity standard. The needle is considered accurate if each r-calculate point of the validity value r is > 0.263 . Not only look at the validity of the reliability value as well, which must be greater than 0.60. The average alpha value lies above 0.60. The following are the results of the classic assumption test from normality data that are proven to be normally distributed data, as seen in Table 2 below.

Table 2. One-sample kolmogorov-smirnov test

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		56
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.39869144
Most Extreme Differences	Absolute	.096
	Positive	.096
	Negative	-.096
Test Statistic		.096
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Table 2 shows the magnitude of Kolmogorov-Smirnov normality; the 2-tale significance normality test is Unstandardized Residual 0.200), which is residual data having a significance value greater than 0.05. It can be concluded that the data is typically distributed. The following multicollinearity test results can be seen in Table 3 below.

Table 3. Multiklonieritas test

Model	Tableicients ^a	Collinearity Statistics	
		Tolerance	VIF
1	Work Environment	.901	1.000
	Occupational Health and Safety	.901	1.000

a. Dependent Variable: Employee Performance

The multicollinearity test obtained a Variance Inflation Factor (VIF) value of 1,000 and a Tolerance value of 0.901. The result of the decision for the multicollinearity test is that if the tolerance value ($0.901 > 0.10$) and VIF ($1.000 < 10$), it can be interpreted that there are no symptoms of multicollinearity, so it can be concluded that the model used does not contain symptoms of multicollinearity. The results of linear regression analysis can be seen in Table 4 below.

Table 4. Regres regressionr test

Model	Coefficients a			t	Sig.	
	Unstandardized Coefficients		Standardized Coefficients			
	B	Std. Error	Beta			
	(Constant)	45.623	5.811		7.851	.000
1	Work Environment	-.035	.149	-.027	-.237	.814
	Occupational Health and Safety	-.290	.060	-.553	-4.832	.000

a. Dependent Variable: Employee Performance

A positive constant of 45,623 means that if the value of the work environment and occupational health safety variables is equal to zero, then the level or magnitude of employee performance is still 45,623. The regression coefficient of the work environment variable has a positive value of -0.035, which means that if the value of the work environment variable decreases one hundred %, employee performance decreases -0.035 times. The value of the regression coefficient of the occupational health safety variable is negative -0.290. This explains that if the value of the occupational health safety variable decreases by one hundred %, then the employee performance variable decreases by -0.290 times. The following analysis results in hypothesis testing are presented in Table 5 below:

Table 5. Hipotesis test

Variable	T-value	P-values	Result
TL → EP	-.237	0.814	Accepted
WM → EP	-4.832	0.000	Rejected
TL & WM → EP	11.696	0.000	Accepted

Source: Results of research data processing 2023

Table 5. The first finding is that a statistically variable work environment does not significantly affect employee performance. The work environment is everything around the worker, which can affect him in carrying out the tasks charged. For example, cleanliness, music, and others. Because it can affect the work done, every company must strive in such a way that it has a positive influence on employees (Andrews & Haskell, 2023; Yilmaz & Seren İntepeler, 2023). The work environment is an environment in which these employees work in which there are conditions in which the employees work. The work environment is something that exists in the domain of workers that can affect them in carrying out tasks, such as temperature, humidity, ventilation, lighting, noise, workplace cleanliness, and whether or not work equipment is adequate (Gomes et al., 2023; Ljungberg et al., 2023).

The second finding in this study statistically shows that occupational safety and health variables significantly influence employee performance. Occupational safety and health is an approach that determines comprehensive and (specific) standards, government policies on company practices in the workplace, and implementation through summons, fines, and other penalties (Lari, 2024; Zhou et al., 2023). Occupational Health and Safety is defined as a thought and effort to ensure the physical and spiritual integrity of the workforce, in particular, and humans in general, the work and culture towards a just and prosperous society. Scientifically, K3 is defined as a science and its application to prevent the possibility of accidents and occupational diseases. Work safety is the principal means for preventing accidents such as disability and death due to work accidents. Occupational safety concerning labor protection is one of the critical facets of labor protection (Arana-Landín et al., 2023; Rodeghiero & Amaral, 2024).

The third finding in this study shows statistically, the variables of work environment and occupational health safety have a dominant influence on employee performance. The work environment is the entire tool and material faced, the surrounding environment where a person works, his work methods, and his work arrangements as individuals and as a group. The work environment can be divided into two, namely, the physical work environment and the non-physical work environment (Suleiman, 2023; Yang et al., 2023). The work environment in a company is critical to getting the attention of company leaders because a conducive and comfortable work environment will affect the effectiveness and productivity of employees in the company (Rydenfält et al., 2023). In comparison, work safety is the principal means for preventing accidents such as disability and death due to work accidents. Occupational safety about labor protection is one of the critical facets of labor protection (Arana-Landín et al., 2023; Rodeghiero & Amaral, 2024). Work safety that is carried out as well as possible will bring a safe and calm climate at work, and it dramatically helps work relations and management. Occupational safety and health is a protective measure to ensure that workers and other people in the workplace/company are always safe and healthy so that every production source can be used safely and efficiently (Cao et al., 2023; Trask & Linderroth, 2023).

4. Conclusion

Based on the descriptions from the discussion in the previous chapter, researchers can conclude that this study tries to analyze variables related to the influence of the work environment and occupational health safety on employee performance. Conclusions can be drawn from the research results obtained from data processing calculations using SPSS version 26. Occupational Health Safety does not affect employee performance. This company has influenced employee performance by implementing a sound K3 system; workers feel safe and maintain their health to display excellent performance and increased productivity. The Work Environment persemminatively affects Employee Performance. This means that the better the work environment in a company is, the higher the performance of the company. The work environment and occupational health safety significantly influence Employee Performance. Future research should add variables and samples to get more relevant statistical results. This research is expected to make theoretical contributions to the literature in this context, including in the context of human resource management.

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