The Impact of Occupational Health and Safety on the Performance of Field Technical Workers in PT. PLN (Persero) Customer Service Implementation Unit (UP3) Tolitoli

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Abstract

This study aims to determine the impact of occupational health and safety on the performance of field technical workers in PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli. This study uses quantitative research. The methods used are observation, interview and questionnaire. The method of data analysis is multiple linear regression, F test, T test and determination analysis. The sampling method is saturated sampling. Based on the results of studies that have been conducted, health affects the performance of field technical workers. Furthermore, on the safety variable, it does not affect the performance of field technical workers. Occupational health and safety have a significant influence. impact on the performance of field technical staff.In PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli.

Keywords: Health, Safety, Performance

INTRODUCTION

PT. PLN is a government-owned company in the form of a limited liability company (Persero) and is responsible for supplying electricity to the general public. To ensure the safety and health of employees, various efforts have been made by the organization by conducting supervision and training. To be more optimal, workers need to maximize the use of personal protective equipment.

The introduction of occupational health and safety policies for workers is very important.The goal is to create a health and safety that integrates the management environment, workers and work environment situations to minimize injuries in the workplace. 13 of 2003 Article 77 Paragraph 2 on the regulation of working hours when working, workers are considered to work more than the appropriate working hours, but other than that workers do not work continuously and are not always exposed to dust. (Eddi Indro Asmoro and Riski Daniar, Journal of Business Administration Vol. IX No. 1 2015).

Thus the company needs to pay special attention to its employees. The fact that human beings are the most valuable factor for an organization or company requires special attention and management. This is achieved so that the human resources of the organization contribute to the goals of the organization as best as possible. .It is important to have good governance.able to handle employees in a planned, prepared and effective manner.

Occupational health and safety are often overlooked. This is shown by the high number of work accidents, the application of occupational health and safety in PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli, is very important for companies to provide

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occupational health and safety facilities, because it not only affects employees, but also the organization as a whole. The elements of occupational health and safety that have been determined are health related to the physical and moral welfare of workers, safety that is to avoid injuries in the workplace, use of normal and safe work equipment.

In 2018, an employee of Operator PT. Kerta Bumi Terkindo (KBT) Tolitoli died due to electric shock while repairing damaged street lights on one of the electric poles in Malala Village, Dondo District, Tolitoli Regency. (Source: Antaranews Central Sulawesi, Thursday, February 2018).

Implementation of occupational health and safety policies is still lacking, workers are not disciplined in complying with occupational health and safety regulations, as well as lack of availability of personal protective equipment (PPE), working hours beyond the time specified by the company, lack of supply of medicines and vitamins for stamina, all causing an increase in work accidents. Based on this description, the author raises the topic: the impact of occupational health and health on the performance of field technical workers in PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli.

The purpose of this study is to determine the effect of occupational health on the performance of field technical workers at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli and to determine the effect of work safety on the performance of field technical workers. from PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli.

Definition of Occupational Health

According to Widodo (2015) occupational health is a health condition that seeks to ensure employees achieve the best physical, moral, and social health by preventing and preventing diseases and health conditions so that employees achieve the best spiritual, physical, and social levels. health status.

Occupational health indicators according to Manullang (2016: 87) are as follows:
1. Medical environment
    a. Cleanliness of the activity area.
    b. Waste and industrial waste removal mechanisms
    c. Temperature and air circulation in the workplace
2. Labor health environment.
3. Labor health maintenance.

Definition of work safety

According to Bangun Wilson (2012:377) "work safety is providing a sense of security experienced by employees in the work environment, both physically and mentally. Occupational safety refers to safety, work machines, work equipment, materials, and management procedures, as well as the workplace and the environment. Whether located on land, at sea, on the water surface, and in the air are targets for work safety "(Suwardi and Daryanto, 2018: 1)

According to Moenir (2006:203), work safety indicators are as follows:
1. Physical work environment
2. Psychological Social Environment

Understanding Employee Performance

Etymologically the word performance comes from English, which is an achievement in work (job performance) both quality and quantity in accordance with the workload given to

him, this meaning is taken from Mangkunegara in Widodo (2015). According to Kasmir (2016: 182) explains: "performance is the result of work and work actions in terms of completing the workload and obligations imposed at a predetermined time". Performance indicators According to Kasmir (2016:208-210) said that the performance indicators are as follows:

1. Quantity (Amount)
2. Quality (Quality)
3. Time (Term)
4. Cooperation Between Employees
5. Cost Emphasized
6. Supervision

RESEARCH METHODS

Research, namely quantitative research. So here there are variables that influence (independent) and variables that are influenced (dependent). This research was conducted at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli with research time carried out for 3 (three) months, namely from September to November 2021. Data collection methods were carried out in 3 ways, namely Literature Study, Survey Method and Questionnaire Method. Data analysis was performed using a statistical method in the form of Multiple Linear Regression Analysis. Furthermore, to answer the research hypothesis, namely to determine the effect between variables, it is necessary to carry out inferential analysis using statistical methods, namely the correlation coefficient and the coefficient of determination, then the results are analyzed using the T test and F test.

RESULTS AND DISCUSSION

Based on data analysis using SPSS 26, the following equation results are obtained:

$Y = 38,812 + 0.062 X_1 + 0.1312 X_2$

The regression equation above shows the relationship between the independent variable and the dependent variable partially, from this equation it can be concluded that:

1. The constant value of 38,812 means that if there is no change in the occupational health and safety variable (the X1 and X2 values are 0) then the performance of the field technical employees at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli 38,812 units.
2. The value of the health regression coefficient is 0.062, meaning that if the health variable (X1) increases by 1%. then the performance of field technical employees at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli increased by 0.062. This shows that the health variable provided contributes positively to employee performance, so that the greater the health provided at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli, the level of employee performance soared.
3. The value of the work safety regression coefficient is 0.1244 meaning that the safety variable (X2) increases by 1%. then, the performance of employees at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli increased by 0.1244. This shows that the work safety provided contributes positively to employee

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performance, so that the greater the work safety, the higher the level of employee performance.

T . Test Results

1. Effect of health variable on the performance of field technical employees (H1)

The health variable (X1) has a positive and significant effect on the performance of field technical staff at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli. This can be seen from the significant health (X1) .0.844 < 0.05. And the value of ttable = t ( ) = t (0.05/2; 43-2-1) = (0.025;40) = 1.68385. Means the value of ttabe (0.198> 1.68385), then Ho is accepted and H1 is rejected. So that the hypothesis which reads that there is no effect of health on the performance of field technical employees is simultaneously accepted.

2. Effect of safety variable on the performance of field technical employees (H2)

The safety variable (X2) has a positive and significant effect on the performance of field technical staff at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli. This can be seen from the significant safety (X2) .008 < 0.05. And the value of ttable = t ( ) = t (0.05/2; 43-2-1) = (0.025;40) = 1.68385. It means that the value of ttable (0.2.810>1.68385), then Ho is rejected and H2 is accepted. So that the hypothesis which reads that there is an effect of safety on the performance of field technical employees is partially accepted.

F . Test Results

According to and Manurung (2014:28), the F test can be used to test the simultaneous effect of the independent variable on the dependent variable (Y), if the independent variable has a simultaneous influence on the dependent variable (Y), this test is carried out by comparing the significance of Fcount > Ftable then the formulated model is correct. if the value of Fcount > Ftable, it can be interpreted that the regression model is correct, meaning that it has a joint effect, by looking at the value of ftable = f(k;nk), F=(2;43-2), Ftable = (2; 41) = 3.23 with error rate of 5% The F test performed can be seen in table 4.9.

Based on the test in the table above, it can be seen that the Fcount value of 6.557 with the Ftable value is 3.23 so that the Fcount> Ftable or 6.557>3.23, and the significant level is .003b < 0.05 then H0 is rejected and H1 is accepted, it can be concluded that the health variable (X1) and work safety (x2) together have a significant effect on employee performance at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli.

2.2.5 Coefficient of Determination Test Results

The coefficient of determination is a measure to find out how much influence the independent variables have on the dependent variable. The coefficient of determination has a value between zero and one (0 and 1), and a small value of R2 indicates that the ability of the independent variable to describe the variation of the dependent variable is very limited. The result is close to 1, which indicates that the independent variable has almost all the data needed to estimate dependent variable.

It can be seen that the value of the coefficient of determination is found in the Adjuved R Square value of 0.209. This means that the ability of the independent variable in explaining the dependent variable is 20.9%, the remaining 79.1% is explained by other variables not discussed in the study.

The health variable (X1) has a positive and significant effect on the performance of field technical staff at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli. This can be seen from the significant health (X1) .0.844 < 0.05. And the value of ttable = t ( ) = t

(0.05/2; 43-2-1) = (0.025;40) = 1.68385. Means the value of ttabe (0.198> 1.68385), then Ho is accepted and H1 is rejected. So that the hypothesis which reads that there is no effect of health on the performance of field technical employees is simultaneously accepted. The safety variable (X2) has a positive and significant effect on the performance of field technical staff at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli. This can be seen from the significant safety (X2) .008 < 0.05.

And the value of table = t ( ) = t (0.05/2; 43-2-1) = (0.025;40) = 1.68385. It means that the value of ttable (0.2.810>1.68385), then Ho is rejected and H2 is accepted. So that the hypothesis which reads that there is an effect of safety on employee performance is partially accepted. Based on the Fcount test of 6.557 with Ftable value is 3.23 so that the Fcount> Ftable or 6.557> 3.23, and the significant level is .003b < 0.05 then H0 is rejected and H1 is accepted, it can be concluded that the variables of health (X1) and work safety (X2) jointly have a significant effect on the performance of field technical employees at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli.

CONCLUSION

Based on the analysis of the previous chapter, several conclusions can be drawn as follows:

1. Effect of health variable on the performance of field technical employees (H1)

The health variable (X1) has a positive and significant effect on the performance of field technical staff at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli. This can be seen from the significant health (X1) .0.844 < 0.05. And the value of ttable = t ( ) = t (0.05/2; 43-2-1) = (0.025;40) = 1.68385. Means the value of ttabe (0.198> 1.68385), then Ho is accepted and H1 is rejected. So that the hypothesis which reads that there is no effect of health on the performance of field technical employees is simultaneously accepted.

2. Effect of safety variable on the performance of field technical employees (H2)

The safety variable (X2) has a positive and significant effect on the performance of field technical staff at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli. This can be seen from the significant safety (X2) .008 < 0.05. And the value of ttable = t ( ) = t (0.05/2; 43-2-1) = (0.025;40) = 1.68385. It means that the value of ttable (0.2.810>1.68385), then Ho is rejected and H2 is accepted. So that the hypothesis which reads that there is an effect of safety on employee performance is partially accepted.

3. The effect of occupational health and safety on the performance of field technical employees

Based on the Fcount test of 6.557 with Ftable value is 3.23 so that the Fcount> Ftable or 6.557> 3.23, and the significant level is .003b < 0.05 then H0 is rejected and H1 is accepted, it can be concluded that the variables of health (X1) and work safety (X2) jointly have a significant effect on the performance of field technical employees at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli.

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SUGGESTION

In this opportunity we would like to convey some suggestions as follows:

1. From the results of research that has been done that occupational health and safety affect the performance of field technical employees. For this reason, the company continues to prioritize occupational health and safety guarantees for employees, especially technical fields both in the provision of ABD, First Aid, and others, this aims to improve the overall performance of employees in the company at PT. PLN (Persero) customer service implementation unit (UP3) Tolitoli.

2. The results of this study can be used as a reference for further researchers to develop research by considering other variables outside the variables in this study. Thus the results are expected to reveal more problems and provide research findings that are more meaningful and useful for many parties.

NOTE THANK YOU

On this occasion we would like to express our deepest appreciation to STIE Mujahidin Tolitoli and PT. PLN (Persero) customer service unit (UP3) Tolitoli for their cooperation and support in the implementation and completion of our research.

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