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# THE INFLUENCE OF WORK ENVIRONMENT AND K3 (OCCUPATIONAL SAFETY AND HEALTH) ON THE PERFORMANCE OF EMPLOYEES IN THE PRODUCTION DEPARTMENT AT PT. SUBAFOOD PANGAN JAYA CIKUPA, TANGERANG REGENCY

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## ABSTRACT

This research aims to determine the partial and simultaneous influence of the work environment, occupational safety and health on employee performance at PT. Pangan Jaya Subafood. The method used in this research is quantitative with a descriptive associative approach and saturated sampling technique with a population and sample of 164 respondents. The analytical methods used include linear regression analysis, correlation coefficient analysis, coefficient of determination analysis, and Hypothesis Testing as a means of proving the hypothesis. The correlation coefficient value of the work environment, occupational safety and health on employee performance is at the level of 0.375, so the level of correlation between variables is interpreted as low. Hypothesis testing obtained a value of Subafood Pangan Jaya, Hypothesis testing obtained a value of Pangan Jaya Subafood, The results of this research are the work environment (X1) and work safety and health (X2) with the regression equation Y = 19.256 + 0.262X1 + 0.173X2 which can be interpreted as the work environment and work safety and health having a positive effect on employee performance. Partial or simultaneous hypothesis testing obtained fcount > ftable (13.121 > 3.05) and significant < 0.05 (0.000 < 0.05), so Ho3 is rejected and Ha3 is accepted, meaning that the work environment (X1) and occupational safety and health (X2) have a positive and insignificant effect on employee performance. The results of the Determination coefficient analysis which were tested together had an influence of 0.141 or 14.1% while the remaining 85.9% was influenced by other factors.

**Keywords:** Work Environment, Occupational Safety and Health Employee Performance.

## INTRODUCTION

This study aims to examine the influence of the work environment and the implementation of occupational health and safety (K3) on employee performance in the production department of PT. Subafood Pangan Jaya. The results of this study are expected to provide a clear picture of the factors that need to be improved or enhanced to support optimal employee performance in the company.

Employee performance is a company's most valuable asset, especially in today's highly competitive environment, which requires companies to survive and thrive. High-performing employees tend to produce goods or services more effectively and

efficiently. Performance is the quality and quantity of work achieved by an employee in carrying out their duties in accordance with their assigned responsibilities. The following is a summary of the performance achievements of employees in the Production Department of PT. Subafood Pangan Jaya from 2022 to 2024.

**Table 1. Production Department Data of PT. Subafood Pangan Jaya Cikupa in 2022-2024**

| Employee Performance Assessment | Realization | | | | | |
|---|---|---|---|---|---|---|
| | 2022 | | 2023 | | 2024 | |
| | Target (%) | Results (%) | Target (%) | Results (%) | Target (%) | Results (%) |
| Quantity of Work | 95% | 90% | 95% | 89% | 95% | 87% |
| Quality of Work | 95% | 89% | 95% | 85% | 95% | 80% |
| Cooperation | 95% | 89% | 95% | 79% | 95% | 78% |
| Responsibility | 95% | 89% | 95% | 88% | 95% | 85% |
| Initiative | 95% | 78% | 95% | 69% | 95% | 65% |
| **Average** | 95% | **87**% | 95% | **82**% | 95% | **79**% |

*Source:* PT. Subafood Pangan Jaya Cikupa 2025

Based on Table 1., it is known that the average percentage of employee performance assessment results in the Production Department of PT. Subafood Pangan Jaya has not reached the target, because the performance measurement results from 2022-2024 have not reached 95%. From 2022 to 2023, the average performance measurement experienced a significant decline of 5%, then in 2024 it continued to decline to an average of 79%. This indicates that employee performance is not optimal.

## METHOD

Based on its nature, there are two types of research: quantitative and qualitative. According to Sugiyono (2020:44), quantitative research is a deductive, objective, and positive research method that incorporates numbers and quantification in data collection and analysis. Qualitative research is an inductive method for observing the behavior of social phenomena to discover the essence of the event. Based on the definition of each type of research, this research is categorized as quantitative research because the conclusions to be drawn are based on quantitative data obtained from measuring research variables using a Likert scale and then analyzed using a type of statistical method.

## RESULTS AND DISCUSSION

**Table 2. Results of the t-Test (Partial) of Variable X1 against Y**

| Coefficientsa | | | | | | |
|---|---|---|---|---|---|---|
| | | Unstandardized Coefficients | | Standardized Coefficients | | |
| Model | | B | Std. Error | Beta | t | Sig. |
| 1 | (Constant) | 26,178 | 2,485 | | 10,535 | .000 |

| | | | | | | |
|---|---|---|---|---|---|---|
| | Work environment | .283 | .067 | .315 | 4,218 | .000 |
| a. Dependent Variable: Employee Performance | | | | | | |

*Source:* Data processed by SPSS v.26 2025

Based on table 2. above, by using the t-distribution table sought at α = 5% 2-sided test, with df (degree of freedom) n-2 or 164-2 = 162, the t-table is 1.974, based on the test results of variable X1 against Y, the calculated t-value is obtained > t-table (4.218 > 1.974) and the value (sig) 0.000 < 0.05 that the work environment (X1) has a partial positive and insignificant effect on employee performance (Y).

**Table 3. Results of the t-Test (Partial) of Variable X2 against Y**

**Coefficientsa**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | t | Sig. |
| 1 | (Constant) | 27,658 | 2,861 | | 9,666 | .000 |
| | K3 | .200 | .064 | .239 | 3,138 | .002 |
| a. Dependent Variable: Employee Performance | | | | | | |

Source: Data processed by SPSS v.26 2025

Based on table 3 above, by using the t-distribution table sought at α = 5% 2-sided test, with df (degree of freedom) n-2 or 164-2 = 162, the t-table is 1.974, based on the test results of the X2 variable against Y, the calculated t-value is > t-table (3.138 > 1.974) and the value (sig) is 0.002 < 0.05 that occupational safety and health (X2) has a partial positive and insignificant effect on employee performance (Y).

**Table 4. F-Test Results (Simultaneous)**

**ANOVA**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 331,818 | 2 | 165,909 | 13,212 | .000b |
| | Residual | 2021,810 | 161 | 12,558 | | |
| | Total | 2353.628 | 163 | | | |
| a. Dependent Variable: Employee Performance | | | | | | |
| b. Predictors: (Constant), K3, Work Environment | | | | | | |

*Source:* Data processed by SPSS v.26 2025

From the table 4. above, the calculated F value is greater than the F table of 3.05 with a significance value smaller than the probability value of 0.000 by looking at the F table, namely the degree of df1 = k-1 (4-1) and df2 = nk (164-3) = 161 at a significance level of 0.05, the calculated F value is > F table or 13,212 > 3.05 and significant < 0.05 (0.000 < 0.05), then Ho is rejected and Ha is accepted, which means that the work environment variables (X1), occupational safety and health (X2) simultaneously have a positive and insignificant effect on the employee performance variable (Y) at PT. Subafood Pangan Jaya

## DISCUSSION

**Work Environment (X1)**

Based on the partial hypothesis test, the work environment (X1) has a significant positive effect on employee performance (Y), the calculated t-value> t-table (4.218> 1.974) is 9.9%, and the remaining 90.1% is influenced by other factors, with the regression equation value being Y = 26.178 + 0.283 X1. These results indicate that the constant value is 26.178, which indicates that the work environment variable is considered constant, so the change in employee performance is 26.178.

**Occupational Safety and Health K3 (X2)**

Based on the partial hypothesis test, occupational safety and health (X2) has a significant positive effect on employee performance (Y), the calculated t-value> t-table (3.138> 1.974) is 5.7% and the remaining 94.3% is influenced by other factors, with the regression equation value being Y = 27.658 + 0.200 X2. These results indicate that the constant value is 27.658, which indicates that the K3 variable is considered constant, so the change in employee performance is 27.658.

**Employee Performance (Y)**

Based on the hypothesis test that simultaneously the work environment (X1), occupational safety and health (X2) simultaneously have a significant positive effect on employee performance variables (Y), the F-count value is obtained > F-table or 13,212 > 3.05 with a significance value of 0.000 < 0.05. The magnitude of the simultaneous influence of the work environment (X1), occupational safety and health (X2), has a contribution to employee performance (Y) of 14.1% and the remaining 85.9% is influenced by other factors, with the regression equation above having Y = 19,256 + 0.262X1 + 0.173X2. States that if the independent variable is considered constant because it has a positive value, then it has a good effect on the level of employee performance at PT. Subafood Pangan Jaya.

## CONCLUSION

The influence of work environment variables (X1) on employee performance. This is proven by the calculated t (4.218 > 1.974), this is also strengthened by the value of ρ value < Sig.0.05 or (0.000 < 0.05), it can be concluded that the work environment variables influence employee performance variables by 9.9% while the remaining 90.1% is influenced by other factors or other variables, the results of the simple linear regression analysis of X1 against Y, can be applied in the value of the regression equation, namely Y = 26.178 + 0.283 X1. These results indicate that the constant value of 26.178 indicates that the work environment variables are considered constant.

The influence of occupational safety and health variables (X1) on employee performance. This is proven by the calculated t (3.138 > 1.974), this is also strengthened by the ρ value < Sig.0.05 or (0.000 < 0.05), it can be concluded that the occupational safety and health variables influence employee performance variables by 95.7% while the remaining 94.3% is influenced by other factors or other variables, the results of the simple linear regression analysis of X2 against Y, can be applied in the value of the regression equation, namely Y = 27.658 + 0.200 X2. These results indicate that the

constant value of 27.658 indicates that the occupational safety and health variables are considered constant.

The simultaneous influence between the work environment and occupational safety and health on employee performance is shown by the multiple linear regression equation Y = 19.256 + 0.262X1 + 0.173X2. The correlation coefficient value of 0.375 means that the independent variable with the dependent variable has a low level of relationship with a determination coefficient of 0.141 or 14.1%. And the hypothesis test obtained F-values (13.212 > 3.05), this is also strengthened by the probability of significance (0.000 < 0.05). Thus, H03 is rejected and Ha3 is accepted. This means that there is no significant influence simultaneously between the work environment (X1) occupational safety and health (X2) on employee performance (Y).

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