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The Impact of Discipline and Occupational Safety and Health (K3) on Employee Performance in The Preparation Division PT Victory Chingluh Indonesia

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ABSTRACT

This study aims to analyze the impact of discipline and OHS on employee performance at PT Victory Chingluh Indonesia. This study is motivated by the importance of quality human resources in supporting company productivity, as well as the discovery of performance fluctuations and a fairly high level of absenteeism in the company. The approach used is quantitative with a saturated sample method, involving the entire population of 65 respondents. Data collection techniques were carried out through questionnaires, while data analysis techniques used classical assumption tests, multiple linear regression analysis, t-tests and F-tests, and coefficients of determination. The results of the study indicate that discipline and OHS have a positive and significant effect on employee performance. This is evidenced by the regression equation Y = 1.181 + 0.477 X1 + 0.599 X2. The t-test shows that discipline (X1) has a significant influence on employee performance (Y) with a calculated t value > t table (16.715 > 1.669), and K3 (X2) also shows a significant influence with a calculated t value > t table (19.086 > 1.669), both with significance <0.05. The F test states that simultaneously both independent variables have a significant influence on employee performance with F count 220.209 > F table 3.14 and significance 0.001 <0.05. This study concludes that increasing discipline and improving K3 needs to be continuously carried out to increase employee performance productivity.
Keywords: Discipline, Occupational Safety and Health, Employee Performance.

INTRODUCTION

In developing a business in a country, two factors are crucial: natural resources and human resources. Furthermore, these two factors can be narrowed down to the most crucial aspect: human resources. Human resources have enormous potential to contribute to a company's success. Human resources can be defined as the individuals responsible for driving an organization. They serve as vital assets that require continuous training and development of their skills. Running a productive and sustainable business requires the support of competent and qualified human resources.PT. Victory Chingluh Indonesia, located in Tangerang Regency, is a manufacturing company focused on producing high-quality sports shoes. The company continuously develops its human resources to satisfy customers and create a positive working experience, from the design stage to the implementation of a highly

competitive system. The company's growth is evident not only in its production capacity but also in its managerial development, equipping the company with various supporting facilities.

In today's competitive globalization era, companies are required to maximize employee performance by increasing discipline and improving Occupational Safety and Health (K3) aspects, which exist at PT. Victory Chingluh Indonesia, Tangerang Regency. This study aims to examine the extent to which work discipline and K3 influence employee performance, so that the results can be a basis for companies in formulating strategies to improve the quality of human resources and realize the optimal achievement of organizational goals.

According to Singodimedjo in(Syafi'i AAG, 2022:8)states that "discipline is an important factor in creating an efficient and productive work environment." Employees with a high level of discipline tend to be more organized, punctual, and responsible in their work. Good discipline can improve operational efficiency, work quality, and the achievement of company-set targets. Discipline is a person's willingness and readiness to comply with and obey the norms that apply around them, and employee discipline greatly influences the goals of the institution.

According to Suwardi and Daryanto in the Astuti journal(2020)states that "Occupational Health and Safety (K3) is an effort to reduce the risk of accidents and occupational diseases, which in essence cannot be separated between Safety and Health". Overall occupational health and safety in a company refers to the efforts made by the company to maintain the health, safety, and well-being of its workers in all aspects of work. This involves the implementation of policies, procedures, and practices aimed at preventing accidents, injuries, and work-related health problems. K3 involves the implementation of various policies, procedures, and practices designed to identify, reduce, and manage risks related to work. This covers various aspects, including protection against physical, chemical, biological, ergonomic, and psychosocial hazards that may arise in the workplace.

According to Agus & Fadli in the journal Hatidah and Agung Indriansyah(2022)Performance is "the work results of an employee, a management process or an organization as a whole, where the work results must be demonstrated in concrete and measurable evidence (compared to predetermined standards).

METHOD

This study uses an associative research type, where according to Sugiyono (2020:36) "associative research is to determine the influence or relationship between two or more variables." Thus, this associative research can build a theory that functions to explain, predict and control a phenomenon. With a quantitative research approach. The population in the preparation division of PT Victory Chingluh Indonesia in Tangerang Regency is 65 people, the sampling technique in this study is using saturated samples, Thus the sample in this study amounted to 65 respondents.

RESULTS AND DISCUSSION

1.Based on the results of the simple linear regression that has been carried out, the regression equation Y = 2.914 + 1.165 X_1 is obtained, which indicates that Work Discipline has a positive effect on Employee Performance. The intercept value of 2.914 indicates that even though there is no contribution from the Work Discipline variable, Employee Performance is still at the base level of 2.914 points. Meanwhile, the regression coefficient value of 1.165 indicates that every one unit increase in Work Discipline will increase Employee Performance by 1.165 points.

Research resultA Pearson Correlation value of 0.903 was obtained between the variables Work Discipline (X1) and Employee Performance (Y). This value is included in the very strong category because it is in the range of 0.800 to 1.000, which indicates a very close relationship between the level of discipline and employee performance. In addition, a significance value of <0.001 indicates that the relationship is statistically significant at the 99% confidence level (α = 0.01).

Thus, it can be concluded that the higher the level of employee work discipline, the higher the performance they display. This relationship is not a coincidence, but is supported by statistically significant empirical evidence.

2.The results of a simple linear regression analysis for the Occupational Safety and Health (OHS) variable show a regression equation of Y = 3.993 + 0.941 X_2, which indicates a positive influence of OHS on employee performance. The constant value of 3.993 means that even though there is no contribution from the OHS factor, employee performance remains at the base level of 3.993 points. Meanwhile, the regression coefficient value of 0.941 indicates that every one unit increase in the physical work environment will provide an increase of 0.941 points on employee performance.

Based on the test results, a correlation coefficient of 0.923 was obtained between the occupational safety and health (OHS) variable and employee performance. This figure is classified as a very strong relationship because it is in the range of 0.800 to 1.000, which indicates a close relationship between the implementation of OHS and improved employee work performance. In addition, a significance value of <0.001 indicates that the relationship is statistically significant at the 99% confidence level (α = 0.01), so it can be concluded that the correlation does not occur by chance.

Thus, it can be concluded that the more optimal the implementation of occupational health and safety in a company environment, the higher the performance demonstrated by employees. This relationship has been proven statistically significant based on the data obtained.

3.Based on the results of multiple linear regression analysis, it can be concluded that the variables of work discipline and occupational safety and health (K3) have a positive effect on employee performance. The regression equation Y = 1.181 + 0.477X_1 + 0.599X_2 illustrates that without considering the contribution of these two variables, employee performance is at a baseline of 1.181. Each unit increase in work discipline contributes to a performance increase of 0.477 points, while a one-unit increase in the K3 variable provides a performance increase of 0.599 points. These findings indicate

that K3 has a greater influence than work discipline, so both are crucial factors in supporting increased employee productivity in the work environment.

Based on the results of the determination coefficient test, an R Square value of 0.877 was obtained. This value indicates that the variables of work discipline and occupational safety and health (K3) simultaneously contribute 87.7% to changes or variations in employee performance. This means that most employee performance can be explained by these two variables. The remaining 12.3% is influenced by other factors outside this research model. Thus, work discipline and K3 implementation are proven to have a very significant role in shaping the level of employee performance in the company.

The results of the F test conducted to examine the influence of work discipline and occupational safety and health (K3) on employee performance showed very high significance, with a calculated F value of 220.209 and a significance value <0.001 (far below the significance level of 0.05). This finding indicates that both independent variables simultaneously have a significant effect on employee performance variables. In addition, the Mean Square Regression value of 5174.983 which is substantially greater than the Mean Square Residual of 23.500 strengthens the conclusion that the regression model used is valid and appropriate to predict employee performance. Thus, the research hypothesis stating that there is a joint influence between work discipline and K3 on employee performance can be accepted at a 95% confidence level.

CONCLUSION

1. The role of discipline on employee performance. Based on the results of the simple linear regression analysis that has been carried out, the regression equation is $Y = 2.914 + 1.165\ X_1$. The correlation coefficient value is 0.903 and the determination coefficient value is 0.816 (81.6%). The results of the hypothesis testing have proven that there is an influence between the discipline variable and employee performance. The test proves that discipline has a positive influence on employee performance. Judging from the calculations that have been carried out, the coefficient value is 16.715 and t count > t table (11.715>1.669) this is also strengthened by the significance probability value (0.000 <0.05). ThusHo1rejected andHa1accepted.
2. The role of OHS on employee performance. Based on the results of the simple linear regression analysis that has been carried out, the regression equation $Y = 3.993 + 0.941\ X_2$, the correlation coefficient value of 0.923 and the determination coefficient value of 0.853. The results of the hypothesis testing have proven that there is an influence between the variables of occupational safety and health (OHS) and employee performance. The test proves that safety and health (OHS) have a positive influence on employee performance. Judging from the calculations that have been carried out, the coefficient value is 19.086 and t count > t table (19.086 > 1.669) this is also strengthened by the significance probability value (0.000 < 0.05). Thus Ho is rejected and H2 is accepted.

3. The role of discipline and K3 on employee performance Regression equation Y = 1.181 + 0.477X1 + 0.599X2. The results of the determination coefficient test obtained a determination coefficient value (R Square) of 0.877. This shows that the variables of work discipline and occupational safety and health (K3) together have an influence of 87.7% on employee performance. The results of hypothesis testing have proven that there is an influence between the variables of discipline and safety and health (K3) on employee performance. The test proves that discipline and safety and health (K3) have a positive influence on employee performance. Judging from the calculations that have been carried out, the coefficient value is 220.209 and F count > F table (220.209 > 3.14) this is also strengthened by the significance probability value (0.000 < 0.05). ThusHo3rejected andHa3accepted.

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