

THE INFLUENCE OF OCCUPATIONAL HEALTH AND SAFETY PROGRAMS ON WORK MOTIVATION AND EMPLOYEE PERFORMANCE AT MEDIKA MANDIRI FOUNDATION

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Abstract

Occupational health safety strategies are able to generate work motivation and have an impact on employee performance, problems felt by an employee with a work environment that is less conducive so that work motivation is reduced and employee performance is less productive. How does the Occupational Health and Safety Program affect employee work motivation and performance at the Medika Mandiri Foundation. The method of the research is Explanatory research. The RSquare value in the regression equation is 0.000, so it can be said that the occupational health safety program variable has an impact on employee performance variables. The moderating variable (work motivation) in the second regression equation, the RSquare value increases by 0.094, so it can be concluded that the work motivation variable can strengthen the impact of the occupational safety and health program on employee performance. The occupational health safety program is at a good level, work motivation is at a high level and employee performance is at a high level. The research results show that there is no fire protection system and danger signs have not been installed in the Medika Mandiri Foundation area.

Keywords: Knowledge, Occupational health and safety, Work motivation. Employee performance.

INTRODUCTION

Competition in the world of work currently requires institutions to increase human resources in order to achieve the vision and mission of the institution and the success of an institution is obtained from optimal performance. Performance is an evaluation of the work results of a person who contributes to an institution that can be measured and proven in real terms¹. If the performance of an institution is good, it will generate profits for that institution and if the performance of the institution is not good, it will certainly have bad consequences for workers, resulting in termination of employment.²

Representative implementation is work carried out to achieve a goal, the work of an individual in the quality and skills achieved to complete the task in accordance with the obligations given by his superior.³ Institutions that want to improve the performance of all employees and are able to compete with other institutions to create effective products can be achieved if the institution pays attention to occupational safety and health aspects so that it can improve employee performance.⁴ The progress of an institution is due to the implementation of security and welfare programs related to the work so that representatives work well because they are provided with satisfactory comfort and security guarantees. Overall, employees do their work calmly and with a sense of responsibility.⁵

The work safety program refers to work motivation that is driven by agency, if someone has high motivation, this will affect the worker's performance.⁶ Industry attention regarding occupational safety and health programs can create employee motivation that is closely related to worker performance, if the worker does not have the impulse to work there will be thoughts of being unenthusiastic when working.⁷

Motivation debates what strategies are used to focus employees so that they want to collaborate productively to achieve the goals set by the institution, one of which is providing compensation.⁸ Work motivation creates capital to move and focus representatives or workers so that they can complete their obligations to achieve goals efficiently, full of sincerity, enthusiasm and obligation.⁹ Motivation and work behavior are very important for increasing work productivity. The problems experienced by employees are health and the work environment which affects employee skills so they cannot perform, publications decrease, quality decreases, research funding is low.¹⁰

The occupational safety and health program is very important as a reminder of activities or work that have risks and dangers with different background triggers that can cause work incidents and illnesses contracted while working. Occupational safety and health design is the main thing to be discussed further because many institutions still ignore it. Industries or institutions really need occupational health safety management regulations because of quite significant things, considering the various activities that exist in industries or institutions, in this case at the Medika Mandiri

Foundation, which can potentially give rise to various forms of risk, whether physical, social, or ergonomically, as well as psychologically/psychologically so that it can influence performance in the workplace within the Medika Foundation area.

The aim of this research is to find out how the occupational health and safety program works as well as work motivation and employee performance at the Medika Mandiri Foundation.

RESEARCH METHOD

Research design

The population and sample in this research were employees at the Medika Mandiri Foundation. This research used explanatory research. This research used a quantitative method with a survey method.

RESULT AND DISCUSSION

Descriptive Analysis

Descriptive analysis is used to explain research estimates from various opinion polls in question. Data analysis is used to carry out descriptive statistics. In carrying out statistical analysis, to determine the scale of measurement so that researchers can easily determine the type of statistical tool that will be used.

Scale with Formulas:
$$I = \frac{Maks - Min}{K}$$

Explanation : I : Intervals

Max : Highest answer

Min : Lowest answer

K : Number of answer categories

Based on the formula above, the scale range is obtained using the following calculations
$$I = \frac{5-1}{5} = 0,8$$

Results of Research

Data Analysis

Research on employees at the Medika Mandiri Foundation. From the results of questions from 78 studies with results:

- According to gender, there are 57,6%(44 respondent) for men and 43,6% (34 respondent) for woman.
- According to the latest education, 46.1% (36) had a high school education, followed by a diploma were 28.2% (22), a bachelor's degree were 25.7% (20).
- According to age, those aged between 20 – 40 years were 42.3% (33), then those aged > 40 years 34.7% (27) < 20 years 23.0% (18).

Description of Research Variables

- a) According to the score range, the interval is (highest score-lowest score/number of classes, so that the interval in Table 1 above can be obtained.
- b) Occupational Health Safety Program

Parts used in the Occupational Health Safety Program.

Regression tests were carried out to understand the influence between the K3 Program and Employee Performance. Moderating Variables are variables that strengthen or weaken the influence of Occupational health and safety program variables on employee performance variables. The interaction test or what is called the Moderated Regression Analysis (MRA) test is a special application of multiple linear regression, where the regression equation contains an element of interaction, namely the multiplication of two or more Occupational health and safety program variables.

There are two regression equations to complete the regression of this moderation variable, namely:

1. $Y = a + b_1x_1$

To determine the effect of the Occupational health and safety program on employee performance.

2. $Y = a + b_1x_1 + b_2x_2 + b_3x_1x_2$

To find out the Occupational health and safety Program Variables on Employee Performance after adding the Work Motivation Variable.

Model Summary			
Model	R	R Square	Adjusted R Square
1	.013 ^a	.000	-.013
			Std. Error of Estimate
			1.55497

a. Predictors: (Constant), Occupational health and safety program

The RSquare value in the regression equation is 0.000, so it can be said that the occupational health safety program variable has an impact on employee performance variables. The Occupational health and safety program helps ensure that accidents do not occur while working and that workers' health is in good condition and is expected to have a good influence on workers' performance. The Occupational health and safety program is very meaningful regarding employee work motivation and motivation also has an impact on employee work results.¹³

Model Summary			
Model	R	R Square	Adjusted R Square
			Std. Error of Estimate

1		-.059	
.308 ^a	.094		1.49962

a. Predictors: (Constant), Occupational health and safety programs*Work Motivation

The moderating variable (work motivation) in the second regression equation, the RSquare value increases by 0.094, so it can be concluded that the work motivation variable can strengthen the impact of the Occupational health and safety program on employee performance. The Occupational health and safety program can develop worker performance, high work motivation will increase performance. Therefore, every expansion in the moderating variable will develop employee performance.¹⁴ The Occupational health and safety program can increase employee work impulses and can encourage higher performance development. The importance of the Occupational health and safety program in developing employee performance to obtain Occupational health and safety responsibility both physically, socially and psychologically so that every employee feels comfortable and protected at work. By implementing an Occupational health and safety program, it is hoped that employees will be motivated and able to advance their performance.¹⁵

CONCLUSION

Overall, the occupational health and safety design or program, work motivation and employee performance received an actual response, the occupational safety and health program had an absolute impact on performance and work motivation succeeded in moderating the safety and work program on employee performance at the Medika Mandiri Foundation.

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