

EXAMINING THE IMPACT OF OCCUPATIONAL HEALTH AND SAFETY (OHS) AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE: THE MEDIATING ROLE OF JOB SATISFACTION

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Abstract

Purpose of the study: To test and analyze the influence of Occupational Health and Safety (OHS) on the performance of employees, influence environment Work to performance employee, role satisfaction Work in the mediate influence of OHS on performance employees, as well role satisfaction Work in mediate influence environment Work to performance employee. Study This was conducted at PTPN XII Kebun Kalisanen Jember. Data collection techniques used that is questionnaires. Research sample This was taken with *purposive* sampling of 100 employees production or PTPN XII Plantation manufacturing Kalisanen Jember. Study This uses a quantitative method with an approach to *explanatory research*. Processing data and research helped with SmartPLS 4.0 *software*. Results show that OHS affects the performance of employees, environment Work is influential on the performance of employees, satisfaction Mediates the impact of OHS against the performance of employees, and satisfaction Mediates the influence of environment Work on the performance of employees.

Keywords: Occupational Health and Safety (OHS), Environment Work, Satisfaction Work, Employee Performance.

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To operate, A company naturally must own Qualified Human Resources (HR). Reach purpose. Human Resources (HR) are creative people who play a role as a mover in something organization, whether it is in the institution, government, or the sector other. They have an important and considered role as asset precious, so they need trained and improved abilities (Gulick, 2019). Every company must own the ability To optimally manage Human Resources (HR) to balance the needs of employees and the company of interest. One tool measuring To determine a company's good performance can be seen from the achieved or nope target set (Cahyono & Mardikaningsih, 2021). The company is expected to be capable of providing What only can increase the performance of its employees. Not only will employee performance increase, but the passion and satisfaction of Work employees too soar If the company can treat its employees with ok. Many personalities, results work, and predictable performance employees originate from satisfaction or dissatisfaction Work (Ekowati & Amin, 2019). According to Safitri & Rizal (2020), satisfaction Work is the opinion of an employee related to their job, as well as work that gives satisfaction or not.

So when an employee does his job well, the company will value the results from the performance employee. So, employees will feel happy and satisfied with work, and auto will be more productive again. Performance is defined as the results from the method of work certain time, which is prepared at the time and place related to employees and companies (Hutagalung & Ikatrinasari, 2018). From its importance performance employee for the organization, other influencing aspects Not yet optimal performance employee burden Work (Sasanti & Irbayuni, 2022). Factor aside burden work, the company must implement an Occupational Health and Safety (OHS) to reach optimal performance because OHS can influence performance (Sasanti & Irbayuni, 2022). If the company ensures OHS for employees, they will always be full of work because they feel calm, safe, and comfortable. According to Maryam et al. (2022) condition, physical somebody will influence created performance.

The risk from safety and health employee environment driven work, because from environment n employee Can get several type problems like fire, broken bones, sprains, as well lost senses vision and hearing. Setiawan et al. (2019) state that several factors must be noticed to create an optimal work environment. It covers condition building with adequate working space wide working, ventilation, enough air, availability of places of worship, and facility transportation convenient and easy general access for employees. So when something company has OHS and environmental programs good job, then automatically satisfaction will arise in self employees accompanied by enhanced performance.

This research was conducted at PTPN XII Kebun Kalisanen Jember by production or manufacturing department employees. PT Perkebunan Nusantara XII is a State-Owned Enterprise (BUMN) engaged in plantations, processing and distribution of plantation products. PTPN XII has 34 plantation units spread across Indonesia, one of which is PTPN XII Kebun Kalisanen Jember. Products produced by PTPN XII Kebun Kalisanen Jember are processed rubber and wood. Various types of wood are planted and marketed, such as Saigon, mahogany, teak, mindi, and rubber. As for processed rubber itself, it is divided into several groups, adjusted to the quality and quality of the rubber.

PTPN XII Kebun Kalisanen Jember is one of the companies that can prevent work accidents and guarantee that its workforce always gets protection and safety. With evidence of PTPN XII Kalisanen Jember's 2021 Occupational Health and Safety (OHS) program and objectives, the Kalisanen Estate has just experienced work accidents in 2018. In addition, PTPN XII Kalisanen Jember Garden has been named the most productive plantation within PTPN XII in the Jember region because it registered its workers for Employment Social Security protection in 2020 by the Jember Branch Employment BPJS. Proves that PTPN XII Kebun Kalisanen Jember is very concerned about the health and safety of its employees so that it can achieve zero accidents.

In addition to being crowned as the most productive plantation in the Jember region, PTPN XII Kebun Kalisanen Jember has implemented the OHS program and goals well. An example of the OHS program is conducting counselling and training with the Department of Manpower (DISNAKER) regarding risks fire occurs. The solution applied by PTPN XII Kebun Kalisanen Jember to this problem is to make OHS signs or posters regarding flowcharts for handling work accidents and emergencies, as well as no-smoking posters in the factory area. Kebun Kalisanen also provides a fire extinguisher as tube with a high-pressure fire extinguisher. In addition, PTPN XII Kebun Kalisanen Jember also provides a specially designed long hose to help extinguish the fire. These things prove that PTPN XII Kebun Kalisanen Jember boosts its employees always to remember the importance of health and safety.

Several studies conducted by Watoni (2019), Harini & Setiawan (2019) and Cahyono & Mardikaningsih (2021) say that OHS has a significant effect on employee performance. The study by Sasanti & Irbayuni (2022) stated that good OHS could improve employee performance. On the other hand, Sudaryana & Adyani (2022) and Aldrianto et al. (2022) say that some OHS does not affect employee performance. Regarding the relationship between work environment and employee performance, several studies have concluded that the work environment positively and significantly impacts employee performance. Such as studies conducted by Lestari & Chaniago (2017), Ahmad et al. (2019), Adha et al. (2019), Arifin & Feri (2020) which stated that the work environment has a positive and significant impact on employee performance.

However, some studies say that the work environment has no significant effect on employee performance (Nabawi, 2019) and (Siahaan & Bahri, 2019). From the explanation above, it can be deduced that the OHS variable and the work environment variable cannot directly affect employee performance due to the lack of reinforcement for certain variables to increase employee performance. Therefore, it is necessary to have an intermediary variable as a consolidation of the research results. In addition to influencing employee performance, job satisfaction can mediate the relationship between OHS and the work environment on employee performance.

Research studies from hutagaol & Arwiyah (2020) and Rohmah & Widiartanto (2020) say that job satisfaction can provide participation and a positive impact on the influence of OHS on employee performance. Meanwhile, a study conducted by Setyawati & Soedarmadi (2021) said that OHS has an indirect effect through significant positive job satisfaction on employee performance. The results of the research studies by Solihatun et al. (2021), Meliza et al. (2019) and Kusumastuti et al. (2019) say that the work environment has a positive and significant effect on performance mediated by job satisfaction. Meanwhile, other studies suggest that job satisfaction does not mediate the effect of the work environment on employee performance (Siagian & Khair, 2018).

LITERATURE REVIEW

Occupational Health and Safety (OHS)

"Health" and " safety " are the origin of Health and Safety Work. Occupational health is a physical condition somebody Good seen in a manner physically, mentally, spiritually and socially possible For life inventive in a manner social and economic (Mangkunegara, 2019) (Rohmah et al., 2020). Whereas according to Sinambela (2016: 362), safety Work is a possible situation to ensure the deterrence of every inconvenience in doing something work so that employees can do not quite enough he replied in a manner safe and comfortable (Hutagaol et al., 2020).

Indicator OHS adapted from Wibowo's research (2016) in Damayanti et al. (2018), namely (a) Environment place Work, place employee do activity work; (b) Machinery and equipment is an integral part of operational activity use in the production process, which includes use machines, tools sharp, tools weight and equipment light other; and (c) Guarantee safety involve use equipment such as helmets, boots, holsters gloves, masks, and the like For prevent happening accident Work for employees.

Environment Work

There are two definitions of environmental work described by experts. According to Sedarmayanti (2001:21) in Ahmad (2019), the first stated that environment Work is tools and materials commonly found, the environment around the place somebody work, the way works, and settings Work Well as an individual or group. In contrast, Nitisemito (2008) define environmental work as just what is

around workers who can influence them in the application of delegated task and is one influencing elements performance of an employee (Adha et al., 2019).

According to Sedarmayanti (2009:28) in Nurwibowo (2016), indicators of environment Work include: (a) lighting/light at work, Lighting or illumination has major benefits for employees in terms of work safety and productivity; (b) air circulation at work, Ambient air is considered polluted when oxygen levels in it decrease, and it has been mixed with gases or odours harmful to the body's health; (c) noise at work, Sound is considered undesirable because, in the long run, long term, it can disturb the peace at work, disturb hearing, and disrupt communication; (d) odour at work, because it can interfere with work concentration, and continuous odours can affect the olfactory sensibility; (e) safety at work, safety factors must be implemented. One solution to maintain security in the work environment can use the *security team*.

Job satisfaction

Hasibuan (2017) explains job satisfaction as a joyful sentimental attitude that loves the work being done. The actions reflected can be in the form of morale, discipline and work performance (Hutagaol et al., 2020). On the other hand, Locke (1969) in Solihatun et al. (2021) states that job satisfaction is a matter of joyful or positive emotions that can arise from the results of job evaluations or work experience (Solihatun et al., 2021). Employee job satisfaction is an important issue related to employee productivity and dissatisfaction, often associated with high complaints about Work (Sutrisno, 2011) (Setyawati et al., 2021).

There are six indicators of satisfaction work stated by Widodo (2015) in Harahap and Tirtayasa (2020): (a) Salary, which is the amount of pay received following the position and duties assigned and is perceived as fair to each worker; (b) Work, namely the content of the work carried out by the workforce labour if it has satisfying elements; (c) Coworkers, i.e. whom workers associate with in carrying out work because someone can get to know whether these coworkers are good or not; (d) Superiors, that is, someone always gives orders or instructions in carrying out work. The boss's work can be unpleasant or pleasant, affecting job satisfaction; (e) Promotion, which is the possibility of labour to develop through promotion. Workers can achieve great possibilities to get a promotion or not; and (f) Work environment, i.e. what is around the worker that can affect the tasks or responsibilities entrusted.

Employee Performance

Performance is the results of work done power work, accordingly to functions and duties in a period particular, which is associated with a mark or standard certain by the organization place power Work the Work (Umam, 2018) (Siahaan et al., 2019). Another opinion from Afandi (2018) defines performance as the results of the achievements individual or group in his job based on duties and responsibilities. To realize objective organization, follow all applicable rules, ethics and morals (Sasanti et al., 2022).

According to Bernardin & Russel (2010) in Harahap and Tirtayasa (2020), there are Miscellaneous indicators of performance employees, including (a) Quality, the extent to which the results of activities performed are nearly perfect in the sense that it conforms to some ideal way of carrying out activities, as well as achieving the expected goals; (b) Quantity, the quantity that employees produce and spend, such as the number of elements and several activity cycles; (c) Timeliness, the degree to which activities are completed at the expected time, viewed from the angle of optimization of the time allotted and coordination with output results; (d) Effectiveness, the arrangement in which the use of human resources is maximized to increase the utility or loss of each unit in the use of resources; and (e) Organizational Commitment, the extent to which employees have work commitment and employee's responsibility to the organization.

Hypothesis

H1: Occupational Health and Safety (OHS) affects the performance of employees.

H2: Environment Work influential to performance employee.

H3: Satisfaction Work mediate impact on OHS against performance employee.

H4: Satisfaction Work mediate influence environment Work to performance employee.

METHOD

Object study located at PT Perkebunan Nusantara XII Kebun Related Kalisanen Jember with impact on OHS and Environment Work On Employee Performance With Satisfaction Work As Variable Mediation. Variable independent in study This is OHS (X1) and the environment work (X2), variable dependent performance employee (Y) and variables mediation that is satisfaction work (Z). The sample study is 100 employees production or PTPN XII Plantation manufacturing Kalisanen Jember. Study This uses type *purposive sampling* technique to take the sample. A process is taking data in a study with a spread measured questionnaire with a scale Likert. Study This uses a method quantitative with an approach to *explanatory research*. For processing data and research, This helped with SmartPLS 4.0 *software*. There are validity and reliability tests and outer and inner models.

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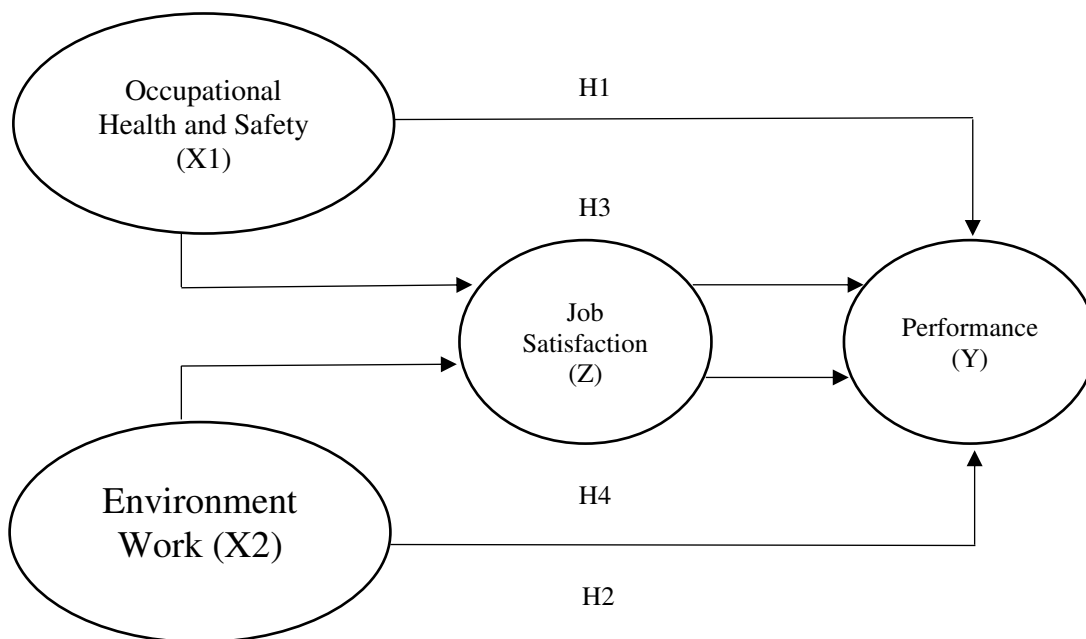


Figure 1.
Research Models

RESULTS AND DISCUSSION

1. Evaluation of the Measurement Model (*Outer Model*)

a. *Convergent validity*

Processing results *Convergent Validity* with results calculation *outer loading* on indicators shaper latent variable shows that coefficient *outer loading* of each indicator range between 0.729 to 0.899. According to Ghazali & Latan (2015), in testing *convergent validity*, measurement is done using mark *outer loading* or *loading factor* and observing the connection between item *scores* and components calculated *scores* _ using SmartPLS 0.4. Reflection level indicator considered tall If mark *loading factor* exceeds 0.7 in context characteristic research *confirmatory*, and between 0.6 to 0.7 in characteristic research *exploratory*, value the Still can accept or declared valid.

b. *Discriminant Validity*

Test results *discriminant validity*, value *AVE* range between 0.618 to 0.696. A variable is considered valid if root *AVE* (\sqrt{AVE} or *Square root Average Variance Extracted*) is bigger than the mark correlation between variables in the research model (Ghozali & Latan, 2015) and *AVE* is bigger from 0.50. The Means that every indicator on each variable study is already valid because more *AVE* values are big from 0.50.

Calculation results in *composite reliability* and *Cronbach alpha* show that mark *composite reliability* ranged between 0.941 - 0.962, and value *Cronbach alpha* ranged between 0.931 - 0.956. Neither *composite reliability* nor *Cronbach alpha* shows a value above 0.70. Showing that, in a manner, the whole variable has high *reliability*.

2. Evaluation of the Structural Model (*Inner Model*)

a. *R-square*

Strong weak variable exogenous to based on endogenous variables mark *R-square* For variable Employee Performance (Y) has a value of 0.908 or 90.8%, and the rest, i.e. 9.2%, is explained by other variables not listed in a study. Then variables Satisfaction Work (Z) has a mark *R-Square* of 0.813 or 81.3%, and the rest, 18.7 %, is influenced by the variable other.

b. *Goodness of Fit*

Based on the calculation of the results, *Goodness of Fit* is obtained, and the SMSR (*Standardized et al.*) value is the same at 0.09. it means that it has fulfilled model fit criteria with data.

3. Testing hypothesis

Table 1.
Direct Relationship
Between Health and
Safety Variables
Work (K3),
Environment Work,
Satisfaction Work
and Employee
Performance

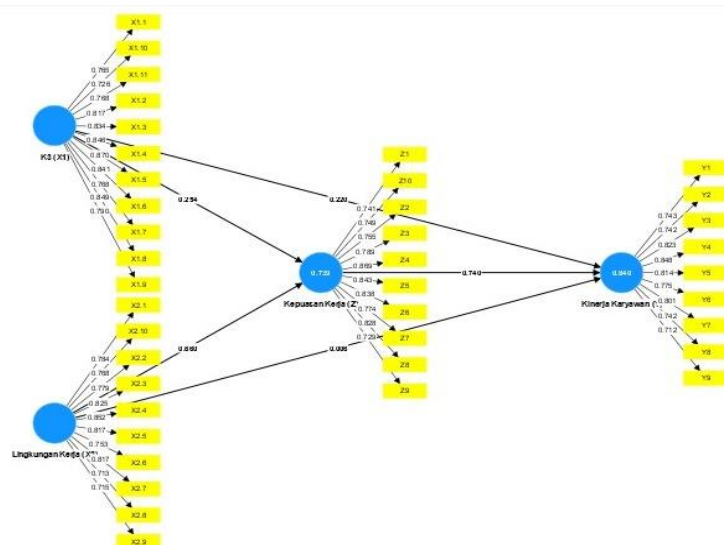
Test results hypothesis with an equation model structural *Partial Least Square* (PLS) shown in Figure 1. Based on the results *processing*, a table about the connection between variables follow Table 1.

Relations Between Variables	Coefficient Track	<i>Q Statistics</i>	<i>P values</i>	Information
Occupational Health and Safety (OHS) > Employee Performance	0.219	2.013	0.044	Significant
Environment Work > Employee Performance	0.609	4,714	0.000	Significant

Source: *Smart PLS Output*, Processed Data Researcher 2023

- a. Occupational Health and Safety (X1) significantly affects Employee Performance (Y). Coefficient track of 0.219. Value *t- statistics* of 2.013 > 1.96. *p-values* 0.044 < 0.05.
Environment Work (X2) significantly affects Employee Performance (Y). Based on the mark coefficient track of 0.609, value *t- statistics* of 4,714 > 1.96 and value *p-values* 0.000 < 0.05

Figure 2.
PLS Bootstrapping
Output Results



Source: *Smart PLS Output*, Processed Data Researcher 2023

4. Testing Mediation

For known magnitude coefficient correlation and significance influence, No direct is with see *indirect effects*, which are the output of SmartPLS 4.0 as presented in table 2.

Relations Between Variables	Original sample (O)	Sample average (M)	Standard deviation (STDEV)	<i>T statistics</i> (O/STDEV)	P-values (<i>P-values</i>)
OHS (X1) -> Satisfaction Work (Z) -> Employee Performance (Y)	0.184	0.173	0.080	2,300	0.021
Environment Work (X2) -> Satisfaction Work (Z) -> Employee Performance (Y)	0.609	0.605	0.129	4,714	0.000

Source: *Smart PLS Output*, Processed Data Researcher 2023

Table 2.
Calculation
results of the
Total Indirect
Effect

Table 2 data on showing that OHS (X1) has an effect significant on Employee Performance (Y) through Satisfaction Work (Z) as Variable Mediation. Based on the mark coefficient track of 0.184, value *t- statistics* of 2,300 > 1.96 and value *p-values* 0.021 < 0.05. Likewise, variable Environment Work (X2) has an effect significant on Employee Performance (Y) through Satisfaction Work (Z) as Variable Mediation. Based on the mark coefficient track of 0.609, value *t- statistics* of 4,714 > 1.96 and value *p-values* 0.000 < 0.05.

Occupational Health and Safety (OHS) Influences on Employee Performance

Based on the results study, Occupational Health and Safety (OHS) is influential and significant to an employee's performance with mark *P values* of 0.004 < 0.05. Indicate that PTPN XII Kebun Kalisanen Jember already implements the K3 program with good and appropriate *Standard Operating Procedure* (SOP), so it can improve employee performance. The whole activity of employee production or manufacturing relates directly to machines, sharp and heavy tools. With this, PTPN XII Kebun Kalisanen Jember can make his employees feel safe and comfortable by implementing the OHS program. Example 3 of the OHS program implemented by PTPN XII Kebun Kaslisanen Jember like, put up posters and signs OHS (*safety signs*) in every corner machine or factory area, providing (PPE) to each employee factory, and registering each employee in the guarantee program social employment. Produce feeling safe and comfortable inside PTPN XII Kebun employees Kalisanen Jember, which can help increase employee performance.

Research results This is in line with results from research conducted by Sasanti and Irbayuni (2022), which states that when Occupational Health and Safety (OHS) is guaranteed, then will increase the performance of employees at the company. Likewise, the research conducted by Parashakti and Putriawati (2020) states that Occupational Health and Safety (OHS) positively affects employee performance.

Based on the results study, variable environment Work influential significant to the performance of employees with mark *P values* equal to $0.000 < 0.05$. Indicate that atmosphere work at PTPN XII Kebun Kalisanen Jember is considered safe and fun and that there is a harmonious relationship between superiors, subordinates, and colleagues. Availability facilities mean uplifting work, uplifting and motivating employees to operate assigned tasks, and the availability of ventilation or adequate windows, which allows the supply of fresh air in the work area sufficiency and healthy employees still awake. However, if seen from the table, PTPN XII Kebun Kalisanen Jember Still needs to install the CCTV system automatically thoroughly To supervise the condition environment work. To overcome lack, this company uses service unit security to stay guard security environment. PTPN XII Plantation Kalisanen Jember supports the work process employee. Therefore The company as much Possible make the environment safe and comfortable work For its employees. Suppose employees feel comfortable, so the resulting performance will also be maximum.

Research results This is in line with results research conducted by Nabilah and Setiani (2022), which states that environmental work is influential positive and significant to the performance of employees. Likewise, Ekowati et al. (2019) research stated that comfortable environment work, adequate facilities, and relationships with good employees would influence performance employee.

Occupational Health and Safety (OHS) Influences on Employee Performance Through Satisfaction Work

Based on the results study, Occupational Health and Safety (OHS) significantly affects the performance of employees through satisfaction Work with mark *P values* equal to $0.000 < 0.05$. Indicate a significant positive correlation between OHS and performance and between satisfaction with OHS and performance. Occupational. Health and Safety (OHS) program implementation at PTPN XII Plantation Kalisanen Jember was done very effectively and satisfactorily, so employees can feel safe in operating tasks. Happen Because an employee has to obey regulations and use equipment safely provided by the company. One profit-acquired company applying OHS with Good is to minimize happening accident Work as well as losses to be an experienced company. The OHS program is one right mandatory for employees fulfilled by the company. If the right This fulfilled so satisfaction will arise. The company must fulfil every employee's rights and needs, which will greatly affect performance. To reach something good performance, OHS in the company must improve so employees feel satisfied the moment carry out the work that has been given.

Research results. The aligns with research conducted by Hutagaol and Arwiyah (2020), which says that variable satisfaction Work can contribute to influencing OHS against performance employees. Likewise, Rohmah and Widiartanto's (2020) research states that the impact of OHS on the performance of employees will be bigger If through satisfaction work.

Influence Environment Work on Employee Performance through Satisfaction Work

Based on the results study, variable environment Work influential significant to performance employee through satisfaction work, with a mark *P-value* of $0.021 < 0.05$. Indicate that PTPN XII Kebun Kalisanen Jember shows great concern for to condition environment it works. They are proven by his efforts in overcoming the problem of noise, availability of air conditioning, enough air ventilation, and good plants. From p that, employees feel like their needs are fulfilled. Emergence factor related to satisfaction direct with environment Work This is the connection between good social and communication between superiors, subordinates, or colleague work, work area safety, and facilities provided. _ Environment Work role important For create and improve satisfaction work. Satisfied employees will be more loyal to the company, so thereby, employees can carry out duties and responsibilities. He replied ok. Impact Good from the satisfaction they will perform best they For a company so the process of achievement objective will fast

Line with the results of research conducted by Solihatun et al. (2021), which states that work satisfaction mediates the connection between the environment and employee work performance. Likewise, research conducted by Meliza et al. (2019) states that an environment of good work will create satisfaction. Work with employees so that employees will give more performance. Good For helps the company reach its goal

CONCLUSION

Based on the discussion that has been submitted, it can be concluded that the more good Occupational Health and Safety (OHS) (X1) provided by PTPN XII Plantation Kalisanen Jember, the performance of the resulting employee (Y) will also increase. The safer and more comfortable environment (X2) built by PTPN XII Kebun Kalisanen Jember will increase the performance of employees (Y). The more PTPN XII Kebun Kalisanen Jember employees feel satisfied (Z) with the Occupational Health and Safety (X1) program implemented by the company), the employee performance (Y) produced will also increase. The more PTPN XII Kebun Kalisanen Jember employees feel satisfied (Z) with the company's work environment (X2), the resulting employee performance (Y) will also increase.

Suggestion

Based on the above conclusion, some suggestions can be given. PTPN XII Plantation Kalisanen Jember is expected always be a great concern of the program OHS, to avoid accident work and pay attention to the things that make the employee feel comfortable or No relaxing moment work. To achieve optimal performance and foster a sense of satisfaction in every employee. Future researchers are expected to be able to conduct more comprehensive research on Occupational Health and Safety (OHS), working environment conditions, levels of job satisfaction, and employee performance. In addition, it is hoped that it will also expand or combine with variables other with objective For increase results research and acquire knowledge new more various. Another goal is To repair and complete existing deficiencies in a study.

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