

# Berkat Abadi Village Unit Cooperative Employees' Perceptions on the Impact of Health and Safety in Suka Makmur Village, Central Seruyan District

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## Abstract

*This study seeks to investigate the impact of occupational safety and health on the performance of employees in the Berkat Abadi Village Unit Cooperative, located in the Suka Makmur Prosperous Central Seruyan District. This research method employs a quantitative descriptive approach. Data gathering methods include the utilization of surveys, interviews, and literature review. The data analysis procedures employed encompass research instrument validation, assessment of classical assumptions, multiple linear regression analysis, and hypothesis testing. The data underwent testing using SPSS software version 25. The study's findings indicate that work safety has a positive and significant impact on employee performance. Additionally, occupational health also has a positive and significant impact on employee performance. Furthermore, the simultaneous effect of safety and health at work on employee performance was observed, with the work safety variable being the dominant factor in this study.*

*Keywords: employee performance, occupational safety, occupational health*

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## 1. INTRODUCTION

Occupational safety and health are very important to implement in companies or organizations, especially in the palm oil plantation sector, because the risk of work accidents for employees is very large when carrying out their work (Syahza & Asmit, 2020). Work safety is the protection of employees from injury caused by work-related accidents (Dewi & Wardani, 2022). Work safety is also related to machines, aircraft, work tools, materials and processing processes, work platforms and work environments as well as ways of carrying out work and production processes (Dobrilovic et al., 2021). Meanwhile, occupational health is a condition that refers to general physical, mental and emotional stability. Healthy individuals are individuals who are free from disease, injury and mental and emotional problems that can interfere with activities (Nurwana & Jamaluddin, 2023). Safety and protection factors at work are one of the factors that influence employee performance (Sorensen et al., 2021). When employees feel safe and comfortable because they feel they are getting good protection, the employee will also work with a feeling of calm and will work well. It is hoped that employees like this will have maximum performance. One effort to implement protection for employees is to implement an occupational safety and health program (Mora et al., 2020).

Berkat Abadi Village Unit Cooperative is a cooperative that manages oil palm plantations located in Suka Makmur Village, Central Seruyan District and has a land area of 1100 hectares. Cooperative employees in carrying out their work really need work safety and health guarantees, because the conditions in their workplace are at risk of work accidents, such as being hit by oil palm bunches, eye injuries during harvesting, being struck by palm frond thorns and other work accidents. Health problems also sometimes

occur, such as pesticide poisoning when spraying, inhaling fertilizer or being exposed to chemical effects from fertilizer and also from human resources themselves who force themselves to continue working to achieve their targets or finish their work first while the body is tired which ultimately results in illness. To the employee.

Table 1. Data on Sick Employees

Year	Number of Sick Employees
2018	8
2019	10
2020	6

Source: *Suka Makmur Village Health Center*

Based on table 1, it shows that the number of illnesses among employees in cooperatives has increased and decreased. In 2018 there were 8 employees who were sick and in the following year there was an increase to 10 employees. But in 2020 there has been a decrease to 6 employees. Even though there was a decline in 2020, there are still employees who get sick from work. Furthermore, based on the results of observations made by researchers at the Berkah Abadi Village Unit Cooperative, researchers still see a lack of cooperative attention to the personal protective equipment provided to employees, such as incomplete provision of personal protective equipment and also the next problem is that sometimes there are employees who do not use equipment. Personal protection when working so that it can create a greater risk of work accidents.

Table 2. Data on work accidents

Year	Number of Work Accidents
2018	7 cases
2019	5 cases
2020	9 cases

Source: *Berkah Abadi Village Unit Cooperative*

Based on table 2, it shows that the number of employee work accidents in the last 3 years has increased and decreased. In 2018 there were 7 cases of employee work accidents and in the following year this decreased to 5 instances of work accidents. But in 2020 there was an increase in employee work accidents. The occurrence of work accidents is partly due to the lack of personal protective equipment provided by the cooperative to be used while working and also the negligence of human resources themselves who lack discipline in using personal protective equipment. To overcome this, cooperatives must determine the implementation of occupational safety and health programs. It is hoped that it can reduce the level of work accidents and ultimately improve employee performance. Occupational safety and health is a form of effort to create a workplace that is safe, healthy and free from environmental pollution, so that it can reduce or be accessible from work-related accidents and diseases which ultimately can improve performance.

## 2. LITERATURE REVIEW

### *Work safety*

Work safety, refers to the measures taken to safeguard employees against harm resulting from incidents that occur in the workplace (Brauer, 2022). Work safety encompasses the aspects of machines, airplanes, work tools, materials, processing procedures, work platforms, work environments, and methods of carrying out work and production processes (Laciok et al., 2021). Over time, there has been a growing pace of industrial expansion, mechanization, and modernization, leading to a corresponding rise in the intensity of operational activity. Consequently, a range of consequences ensue, such as exhaustion, impaired equilibrium, inadequate expertise and vocational training, and insufficient awareness of hazardous sources, all of which contribute to accidents and occupational ailments that ultimately harm the overall performance of the organization. By adhering to legal laws, the aim is to ensure work security and safety, providing a sense of assurance and tranquility (Saptini et al., 2023). This, in turn, will enhance the workforce's motivation, leading to improved work quality, increased firm production, and enhanced work productivity.

### *Occupational Health*

Occupational health is a condition that refers to general physical, mental and emotional stability (Magnavita & Chirico, 2020). Healthy individuals are individuals who are free from disease, injury and mental and emotional problems that can interfere with activities (Fancourt et al., 2021). There are elements

of health that are closely related to the work environment and work, which can directly or indirectly affect efficiency and productivity.

Occupational health is an important thing and needs to be paid attention to by companies. Because having an excellent occupational health program will benefit employees materially, because employees will be less likely to be absent due to illness due to infection from co-workers or outside co-workers (Zoller et al., 2023). They were working in a more comfortable and enjoyable environment, so that overall employees will be able to work longer and increase productivity even better.

Employee health problems are very diverse and sometimes invisible (Steiger et al., 2021). These illnesses can range from mild diseases such as the flu to severe diseases related to work. Some employees have emotional health problems, others have drug and alcohol problems. Some of these health problems are chronic, others are temporary. However, all of these illnesses can affect company operations and individual employee productivity (Zhenjing et al., 2022).

#### *Employee performance*

Performance (work achievement) is the result of work in terms of quality and quantity achieved by an employee in carrying out his functions in accordance with the responsibilities given to him (Karoso et al., 2022). Performance is the work results achieved by a person based on job requirements. Improved performance is something that is desired by both employers and workers (Rivaldo & Nabella, 2023). Companies want good employee performance, because good employee performance can increase company productivity. On the other hand, workers are interested in developing themselves and getting promoted (Sugiarti, 2022).

Performance is the result or overall level of success of a person during a specific period in carrying out tasks compared to various possibilities, such as standard work results, targets or targets or criteria that have been determined in advance and mutually agreed upon (Sitopu et al., 2021). Meanwhile, performance or work achievement is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authority and responsibilities in order to achieve the goals of the organization concerned legally, without violating the law and in accordance with with morals and ethic (Werdhiastutie et al., 2020).

### **3. METHOD**

This study employs a causal associative research design, utilizing a quantitative methodology. Associative research refers to a type of research that seeks to establish the association between two or more variables (Sugiyono, 2017). Meanwhile, a causal relationship refers to a relationship in which one event or factor directly causes another event or factor to occur. This study employs a quantitative methodology as it aims to examine the correlation between variables that are represented by numerical values or scales (Ghozali, 2016).

The research included various data collection strategies. (1) A questionnaire is a method of collecting data where respondents are given a set of questions or written statements to answer. (2) An interview is a meeting between two individuals where information and ideas are exchanged through questions and answers, with the goal of constructing meaning on a specific topic. Interviews are a means of gathering data through direct questioning of an informant, respondent, or subject matter expert. Documentation, on the other hand, involves obtaining data and information from written sources such as books, archives, documents, reports, and images that can provide research support. The employed data analysis techniques encompass research instrument validation, assessment of classical assumptions, multiple linear regression analysis, and hypothesis testing. The data underwent testing using the SPSS version 25 program.

### **4. RESULT AND DISCUSSION**

#### *Results of multiple linear regression analysis*

Multiple linear regression analysis is used to test the linear relationship between two or more independent variables. Based on the results of data analysis using a computer program, namely SPSS version 25, a multiple linear regression calculation was obtained between the variables Occupational Safety (X1), Occupational Health (X2) and the employee performance variable (Y).

Table 3. Multiple linear test results

Model	Unstandardized Coefficients	Standardized Coefficients	T	Sig.
	B	Std. Error	Beta	
1 (Constant)	3.055	1.883	1.622	.109

Work Safety	.437	.075	.492	5.816	.000
Occupational Health	.400	.080	.422	4.990	.000

$$Y = 3.055 + 0.437X_1 + 0.400X_2 + e$$

Based on the regression equation above, it can be concluded that: (1) The value 3,055 is a constant value which has a positive value, meaning that when the occupational safety and occupational health variables are considered constant (fixed) or there is no change, then the employee's performance is 3,055. (2) The influence of the work safety variable (X1) shows a positive value of 0.437. This means that if work safety (X1) is unit then the employee's performance value will increase by 3,055. (3) The influence of the occupational health variable (X2) shows a positive value of 0.400. This means that if occupational health (X2) increases, the employee's performance value will increase by 0.400.

*t-test (partial)*

The t test is used to show the significance of the influence of the Occupational Safety (X1) and Occupational Health (X2) variables on the employee performance variable (Y) partially or individually, obtaining  $t_{table} = 1.667$  ( $t_{table}$  at  $df = 70$  with two-sided test). Based on the SPSS output, it can be concluded regarding partial hypothesis testing of each independent variable on the dependent variable.

Table 2. t-test result

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.055	1.883		1.622	.109
	Work Safety	.437	.075	.492	5.816	.000
	Occupational Health	.400	.080	.422	4.990	.000

Based on table 2. above, you can answer: (1) The influence of work safety variables on employee performance (Y) shows a value of  $t = 5,816 > t_{table} = 1.667$  or a significance value of  $0.000 < 0.05$ . So  $H_0$  is rejected and  $H_a$  is accepted, meaning that the work safety variable (X1) partially has a significant effect on the employee performance variable (Y). (2) The influence of work discipline variables on employee performance (Y) shows a value of  $t_{count} = 4,990 > t_{table} = 1.667$  or a significance value of  $0.000 < 0.05$ . So  $H_0$  is rejected and  $H_a$  is accepted, meaning that the occupational health variable (X2) partially has a significant effect on the employee performance variable (Y).

*F test (simultaneous)*

Table 3. F-test result

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	150.264	2	75.132	47.105	.000 <sup>b</sup>
	Residual	110.055	69	1.595		
	Total	260.319	71			

Based on table 3. above, the following results are obtained:  $F_{count} = 47.105$ . The  $F_{table}$  obtained is based on  $df_1 = (k-1)$  so that  $df_1 = (3-1) = 2$ ,  $df_2 = (n-k)$  so that  $df_2 = (72-3) = 69$  with a significance level of 0.05, so that  $F_{table} = 3, 13$ . This states that  $F_{count} = 47,105 > F_{table} 3.13$  or a significance value of  $0.000 < 0.05$ . So  $H_0$  is rejected and  $H_a$  is accepted, meaning this shows that the independent variable used in the research is a natural explanation for the dependent variable. And also indicates that the model is suitable for use.

*Coefficient of Determination Test (R<sup>2</sup>)*

Table 4. Coefficient of Determination Test (R<sup>2</sup>) result

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.760 <sup>a</sup>	.577	.565	1.26293

Based on table 4. above, it is known that from the calculation results the Determination Coefficient (R<sup>2</sup>) value is 0.577 or 57.7%. This shows that 57.7% of employee performance variables can be explained by occupational safety and occupational health variables. Meanwhile, the remaining 42.3% of employee performance variables are influenced by other variables not examined in this research.

Based on the results of the t test in this research, it can be seen that the work safety variable has a partial effect on employee performance. This is shown in the value of  $t_{count} = 5.816 > t_{table} = 1.667$  or a significance value of  $0.000 < 0.05$ , so  $H_0$  is rejected, and  $H_a$  is accepted, meaning that the work safety variable (X1) partially has a significant effect on employee performance (Y).

Based on the results of multiple linear regression analysis, it was obtained  $(b_2) = 0.400$ , this means that occupational health influences employee performance by 0.400 or has a positive effect. Based on the results of the t test in this research, it can be seen that the Occupational Health variable partially influences

employee performance. This is shown in the value of  $t_{count} = 4.990 > t_{table} = 1.667$  or a significance value of  $0.000 < 0.05$ , so  $H_0$  is rejected and  $H_a$  is accepted, meaning that the Occupational Health variable (X2) partially has a significant effect on employee performance (Y).

Based on the results of simultaneous analysis, it was found that work safety (X1) and Occupational Health (X2) have a positive and significant effect. The positive sign shows that the relationship between the Employee Performance variable (Y) is in the same direction, meaning that the higher the work safety (X1), and Occupational Health (X2) of an employee, the higher his or her performance will be.

Work safety (X1) has a dominant influence on the performance of employees of the Berkat Abadi Village Unit Cooperative in Suka Makmur Village, Central Seruyan District. It can be seen that employee work safety at work can influence employee performance, work safety in the organization can make employees work with enthusiasm and enthusiasm so that employees can improve their performance to the maximum. This shows that work safety has a more dominant influence on employee performance.

## 5. CONCLUSION

So the conclusions are obtained: (1) Work safety has a positive and significant effect on the performance of village unit cooperative employees in Suka Makmur village, Central Seruyan sub-district; (2) Occupational health has a positive and significant effect on the performance of village unit cooperative employees in Suka Makmur village, Seruyan Tengah subdistrict; (3) Occupational safety and occupational health simultaneously have a positive and significant effect on the performance of village unit cooperative employees in Suka Makmur village, Seruyan Tengah subdistrict; (4) Based on the results of multiple linear regression, it was found that the occupational safety variable (X1) was found to be more dominant with a value of 0.437, while the occupational health variable (X2) was 0.400. This means that the work safety variable (X1) has a more dominant influence on employee performance (Y).

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