

The Influence of OHS (Occupational Health and Safety) and Motivation on Employee Performance at CV. Umega Abadi Sanjaya

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Abstract

Improving the performance of employees in the company is marked by the work results and work achievements achieved. Improving the performance of employees in the company will be achieved if the company pays attention to Occupational Health and Safety (OHS), provides motivation to employees in an effort to develop all abilities and skills in the form of education, training, providing incentives, using complete and modern work facilities, to creating conducive work environment. The above will be able to spur the enthusiasm of the employees so that the achievement of good performance in accordance with the company's expectations can be realized. This study entitled The Influence of Occupational Health and Safety and Motivation on Employee Performance. The purpose of this study was to determine the effect of Occupational Health and Safety (OHS) programs on employee performance, the effect of motivation on improving employee performance and a company effort to further improve employee performance for the advancement of CV. Umega Abadi Sanjaya. The research method used is descriptive and verification methods. The population of this research is employees of CV. Umega Abadi Sanjaya. The sampling technique using the formula $N = n$ obtained as many as 30 people, the method of analysis of this study uses multiple regression and hypotheses. The results of this study indicate employee performance influenced by Occupational Health and Safety and motivation simultaneously. This can be seen by value count of 3,306 > t table of 1.70329 with a significance value of 0.003 < 0.05. While motivation also has a positive and significant effect on the performance of CV employees. Immortal Umega Sanjaya is proven true. It can be by value count of 2.322 > t table of 1.70329 with a significance value of 0.027 < 0.05. Thus it can be concluded that simultaneously or together the variables of Occupational Health and Safety and motivation variables have a positive and significant effect on employee performance. From the results of the analysis, the coefficient of determination (R²) is 0.531. That is, the two variables of occupational health safety and motivation contribute 53.1% together, while the remaining 46.9% is in other studies..

Keywords: OHS; Motivation; Employee Performance; CV. Umega Abadi Sanjaya

1. Introduction

Human resources play an important role in the success of an organization or company because humans are living assets that need to be maintained and developed (Mahapatro, 2022). Therefore employees must get special attention from the company, this is so that the human resources owned by the company are able to make an optimal contribution to achieving organizational goals (Davidescu et al., 2020). In managing human resources, it is necessary to have management capable of managing resources in a systematic, planned, and efficient manner (Armstrong, 2020). One of the things that must be the main concern for human resource managers is the Occupational Health and Safety system (Badri et al., 2018).

In the era of globalization, this demand for quality and safe products is one of the requirements for increasing the competitiveness of the free market. On the other hand, developments that apply technological advances can also cause accidents, explosions, fires, and occupational diseases if they are not balanced with a workforce that is able to control the production process safely. Due to a form of protection related to OHS issues, on December 12, 1996, the Ministry of Manpower issued a new regulation, namely the Minister of Manpower Regulation No. PER.05/MEN/1996 regulates the application of the system management OHS in a workplace to anticipate OHS problems.

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Occupational Health and Safety are very important for the company, because the impact of occupational accidents and diseases not only harms employees but also on the company, both directly and indirectly (Molamohamadi & Ismail, 2014). The rate of work accidents in Indonesia is high and tends to increase every year. Work improvement and safety need to be pursued to protect human capital assets and support the nation's competitive advantage. Basically, employee performance is something that is difficult to assess, because it consists of several internal and external factors from the employees themselves that can affect overall performance. Internal factors that influence, for example, are motivation, expectations, and goals of employees at work, while external factors are the physical environment and non-physical environment of the company, the physical environment is the building and layout of the company, while the non-physical environment is the company culture.

The role of human resources is very important because as a driver of all company activities or activities in achieving its goals, both to gain profits and to maintain the company's survival, the success or failure of a company in maintaining its existence starts with the humans themselves in increasing maximum effectiveness and efficiency.

In an effort to develop employees, the company's management always tries to carry out their duties through planning, organizing, actuating, and controlling with the aim of achieving the company's goals. Namely, by providing facilities and infrastructure that can create a conducive work environment and work climate that can encourage employees to always innovate and be creative and create a fair system and flexible company structure with the division of tasks, authority, and responsibility clear and humane and pay attention to the ability of employees.

To be able to create a conducive work climate, it is necessary to develop a working environment that guarantees the Occupational Health and Safety of employees. Companies in this case have an important role in making employees feel comfortable with work and the work environment so that they can achieve good performance.

The problem of labor protection will increase along with increasing industrialization and technology. These conditions certainly require companies to guarantee occupational health and safety at work. Guarantees for Occupational Health and Safety can have an impact on the performance of the employees themselves.

CV. Umega Abadi Sanjaya, which is located at Jatinangor, is a private company that was made object in conducting this research. The company is engaged in the manufacturing, wholesale, and trading industries construction. This research seeks to increase employee understanding of their duties and functions so as to improve employee performance.

Table 1. Standard Performance Company PT. Umega Sanjaya Abadi

No	Mark	Category
1	>91	Very Good
2	76-90	Good
3	61-75	Enough
4	51-60	Less
5	>50	Bad

Source: CV. Umega Abadi Sanjaya

Table 1. above for construction performance assessment standards at CV.Umega Abadi Sanjaya. All workers in all parts already have standards according to the respective evaluation criteria standard Indonesian National work in the field of construction, these values are grouped into five, namely: 91to the top (very good), 76-90 (good), 61-75 (fair), 51-60 (poor), and below five (poor).

One of the factors that affect performance is the factor of Occupational Health and Safety (OHS). According to (Alfian & Afrial, 2020) one form of maintenance so that each employee has good performance is to pay attention to Occupational Health and Safety (OHS). Occupational Health and Safety are important aspects to improve employee performance and provide protection for employees to avoid accidents and an unhealthy work environment. Occupational safety shows conditions that are safe or safe from suffering, damage, or loss in the workplace. While occupational health refers to a condition that means freedom from physical, mental, emotional, or pain caused by the work environment.

Based on table 2, it can be seen that CV. Umega Abadi Sanjaya's work accidents still occur in 4 cases experienced by employees at work, although no one has claimed any lives in these work accident incidents, it still shows the potential for work accidents. The potential for work accidents at CV. Umega Abadi Sanjaya is injuries and injuries to the hands, feet, body parts, and heads as well as other risks that are very vulnerable to workers in the construction process, this is

because in general industry construction using raw materials in the form of building facilities and equipment used may be factors that can cause disruption to the workforce (Kumar, 2022)

Table 2. Work Accident Data on the CV. Umega Abadi Sanjaya

No	Year	Amount	Division	Accident Category	Date	Information
1	2022	1	Employee	Heavy	December 28th	fell on the floor 2
2	2023	1	Heavy equipment driver	Heavy	January 5th	Heavy equipment building ruins
3	2023	1	Field Employees	Heavy	January 11th	Slipped and hit a building.
4	2023	1	Field Employees	Currently	February 3rd	The head of the hammer came off its handle and hit another officer's head.

Source: HRD. CV. Umega Abadi Sanjaya 2022.

Another factor that affects performance is work motivation, every activity carried out by a person is inseparable from various motives and attitudes, which encourage a person to carry out a series of actions called activities (Ariani, 2013). According to (Atikah & Riwayati, 2021), the motive is an encouragement of needs within employees that need to be fulfilled so that employees can adapt to their environment, while motivation is a condition that moves employees to be able to achieve the goals of their motives.

Employees who have high work motivation usually have high performance as well. Therefore the company must always generate high work motivation in its employees in order to produce a good performance. So it is necessary to have an attitude of attention given to leaders to motivate employees. The policy was carried out by CV. Umega Abadi Sanjaya Indonesia in improving employee performance by providing facilities for employees so that every employee is active at work and achieves maximum results. The following are employee facilities at CV. Umega Abadi Sanjaya Indonesia is as follows:

Table 3. List of employee facilities of PT.Umega Abadi Sanjaya

No	Employee position	Facilities provided
1	Administration and finance department	Salary, overtime incentives, THR, health insurance, Compensation for death
2.	Production Section	Salary, overtime incentives, THR, health insurance, Compensation for death
3.	HR Section	Salary, overtime incentives, THR health insurance, Compensation for death
4.	Field Employees	Salary, overtime incentives, THR, health insurance, Compensation for death

Source: CV. Umega Abadi Sanjaya 2022

Based on Abraham Maslow's theory (Nurasniar, 2022) an employee is said to have high work motivation if he has (1) Psychological Needs (physiological needs), namely the need to sustain life, (2) safety needs (the need for a sense of security), namely security and safety needs, (3) Social needs, namely the need to live with other people, (4) Esteem Need (recognition needs), namely the existence of self-esteem and self-prestige appreciation from their environment, and (5) self-actualization (self-actualization needs) namely the need for self-development and potential. The physiological needs of employees can be given in the form of salaries received by employees to meet the most basic needs. Remuneration must be given in a fair and proper manner so as to create morale within the employees and be able to encourage the enthusiasm of employees to work and further develop their potential and aims to improve the lives of

employees. CV. Umega Abadi Sanjaya has tried to provide sufficient salary but he feels that employees are still not able to fulfill their life needs, researchers obtained data related to the salary received by employees at CV. Umega Abadi Sanjaya 2022-2023.

Of all the phenomena or accident data obtained from the results of the pre-research, the question arises about whether the performance is getting better, decreasing, or there is no change and therefore will examine the variables that affect this performance. Based on the background of the problems above, this research takes the title: "The Influence of OHS and Motivation on Employee Performance at CV. Umega Abadi Sanjaya.

2. Research Method and Materials

This research is a process that begins with a willingness or interest to know a particular problem which then develops into an idea, a theory from conceptualization. Each study has a specific purpose and usefulness. In general, there are three types of research, namely discovery, proof, and development.

The research method used in this study is the use of quantitative methods and data analysis is multiple linear regression analysis. It consists of independent variables, namely employee loyalty and work environment, while the dependent variable is employee productivity. Each of these variables is given a symbol (X) for the independent variable and a symbol (Y) for the variable related.

The approach method used in this research is using descriptive method and verification method. The descriptive method is used to describe, describe how the variables of Employee Loyalty, work environment, and Employee Productivity by distributing questionnaires to employees of CV. Umega Abadi Sanjaya as the sample. The verification method is used to determine the effect of Occupational Safety Health and Motivation on Employee Performance at CV. Umega Abadi Sanjaya.

3. Results and Discussion

3.1. Respondent Overview

In discussing this description regarding the description of the research subject, which describes the characteristics of the respondents as research subjects. From the data from the questionnaires that have been collected, then a descriptive analysis is carried out. In this study, the object that the author chose to be the research location was CV. Umega Abadi Sanjaya which is an industrial company located on Jl. Colonel Ahmad Syam, Complex Villa Nusantara Block A. Dear Village, Jatinangor District, Sumedang Regency. CV. Umega Abadi Sanjaya procures goods and services covering the Processing Industry, Wholesale Trade, and Construction. Our company offers cooperation with various companies and government agencies based on our expertise. The subject of this research is 30 employees of CV. Umega Abadi Sanjaya.

3.2. Characteristics of Respondents

From the results of the response given respondent, the below will be explained in advance regarding the identity of the respondent. Characteristics of respondents based on gender, age, and last education. After seeing the results of distributing questionnaires to 30 respondents, it can be seen that the general description of CV. Umega Abadi Sanjaya as follows:

Table 4. Respondent Data by Gender

Gender	Frequency	Percentage
Men	24	80%
Woman	6	20%
Sum	30	100%

Based on the table 4, it can be explained that the characteristics of employees are based on the gender on the CV. Umega Abadi Sanjaya, employees who are male are 24 people with a percentage of 80%. Meanwhile, there are 6 female employees with a percentage of 20%. Employees the most dominant are men, this is because the company is engaged in the procurement of goods and services where more work is done in the field. Based on the table above, the graph can be seen as follows:

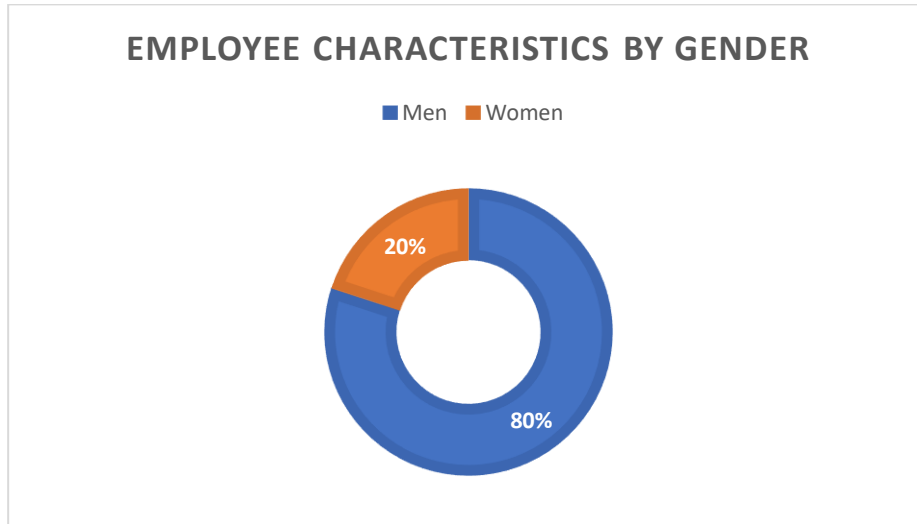


Figure 1. Employee Characteristics by Gender

Table 5. Respondent Data by Age

Age	Frequency	Percentage
18-20 years	2	7%
21-29 year	22	73%
➤ 30 years	6	20%
Sum	30	100%

Based on the table 5, it can be explained that the characteristics of employees based on age on the CV. Umega Bahtera Sanjaya, the majority of employees are 21-29 years old with 22 people with a percentage of 73% while the second place with the most for karyawan age is > 30 years as many as 6 people with 20% presentation. And in third place with an employee age of 18-20 years as many as 2 people with a presentation of 7%. This is because companies need productive human resources in terms of age. Here is the employee age distribution chart:

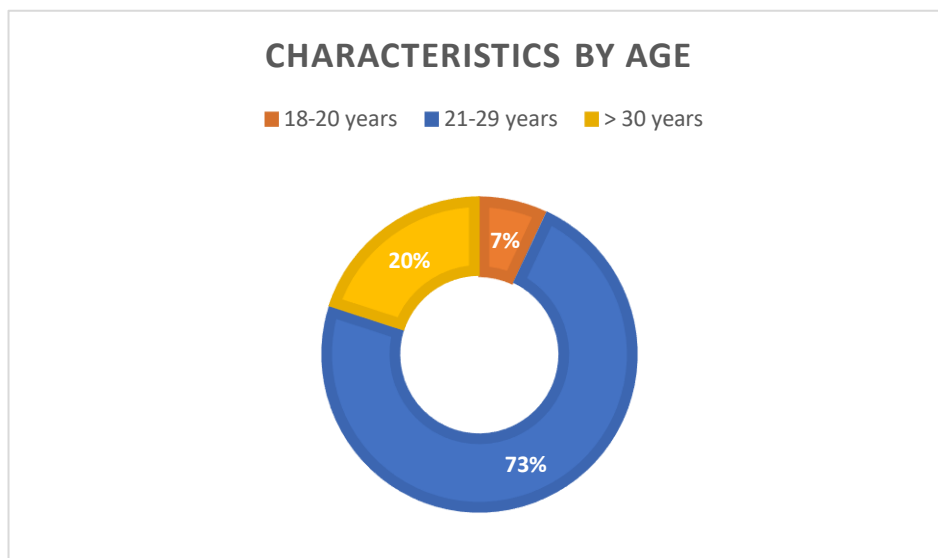


Figure 2. Characteristics by Age

Based on the table 6, it can be seen that the education level of employees at CV. Umega Bahtera Sanjaya is as follows: High School graduates account for 27%, Diploma graduates account for 40%, Bachelor's Degree holders account for

23%, and Master's Degree holders account for 10%. From this information, it can be concluded that CV. Umega Bahtera Sanjaya has more employees who hold Diploma degrees, as it requires more operators and field workers.

Table 6. Data Based on Education Level

Education Level	Frequency	Percentage
High School Graduates	8	27%
Diploma Graduates	12	40%
Bachelor's Degree	7	23%
Master's Degree	3	10%
Total	30	100%

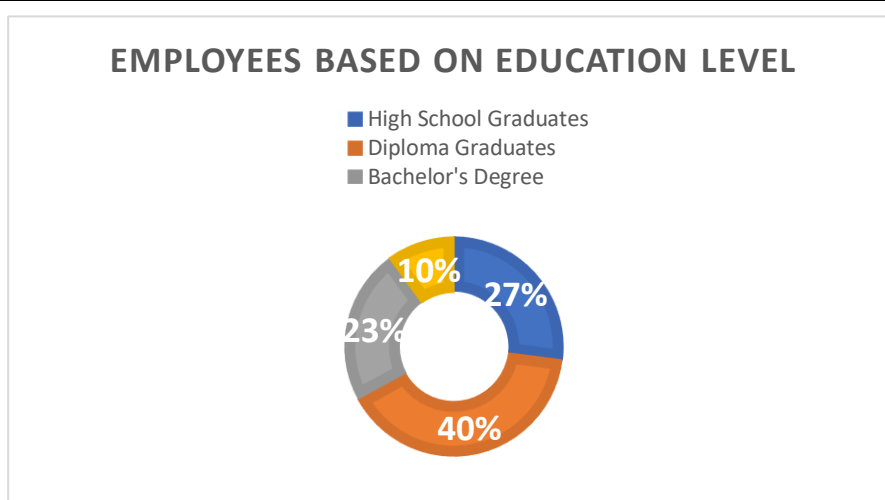


Figure 3. Data Based on Education Level

3.3. Data Analysis

3.3.1. Validity Test Results

The data collection used in this study used a questionnaire, so the validity of the questionnaire must be measured. Validity test if $r_{count} > r_{table}$ then the measuring instrument is declared valid and vice versa. The following are the results of the validity test for the Occupational Health and Safety, Employee Motivation and Performance variables.

Based on the calculation results in table 7 using IBM SPSS 24 and Microsoft Excel as tools, the results obtained from 3 variables, namely Occupational Health and Safety, Motivation and Employee Performance in 35 statements is 0.361. When taking a measuring instrument it is said to be validating.

3.3.2. Reliability Test Results

In testing reliability using SPSS, the steps taken are the same as testing validity. According to (Sugiyono, 2017) a reliable instrument is an instrument that when used several times to measure the same object, will produce the same data. The reliability of a variable construct is said to be good if it has a Cronbach's Alpha value > 0.70 (Bougie & Sekaran, 2019). The following are the results of the reliability test using the SPSS program.

The results of the reliability test for each variable (Table 8) showed that Cronbach's Alpha was > 0.70 , so that it can be said that all the measurement concepts for each variable from the questionnaire were reliable so that the items in each of these variable concepts were suitable to be used as a measuring tool.

Table 7. Validity Test Results

No	Indicator	r count	r table	decision
Occupational Health and Safety CV. Umega Abadi Sanjaya				
1	P1	0.640	0.361	VALID
	P2	0.649	0.361	VALID
	P3	0.542	0.361	VALID
	P4	0.724	0.361	VALID
	P5	0.541	0.361	VALID
	P6	0.479	0.361	VALID
	P7	0.615	0.361	VALID
	P8	0.392	0.361	VALID
	P9	0.557	0.361	VALID
	P10	0.526	0.361	VALID
	P11	0.574	0.361	VALID
	P12	0.732	0.361	VALID
	P13	0.626	0.361	VALID
Motivation CV. Umega Abadi Sanjaya				
2	P1	0.783	0.361	VALID
	P2	0.592	0.361	VALID
	P3	0.541	0.361	VALID
	P4	0.451	0.361	VALID
	P5	0.443	0.361	VALID
	P6	0.652	0.361	VALID
	P7	0.529	0.361	VALID
	P8	0.525	0.361	VALID
	P9	0.629	0.361	VALID
	P10	0.781	0.361	VALID
	P11	0.729	0.361	VALID
Employee Performance CV. Umega Abadi Sanjaya				
3	P1	0.615	0.361	VALID
	P2	0.644	0.361	VALID
	P3	0.718	0.361	VALID
	P4	0.746	0.361	VALID
	P5	0.587	0.361	VALID
	P6	0.781	0.361	VALID
	P7	0.667	0.361	VALID
	P8	0.540	0.361	VALID
	P9	0.757	0.361	VALID
	P10	0.730	0.361	VALID
	P11	0.714	0.361	VALID

3.4. Test Classical Assumptions

In this study, researchers will use multiple linear regression analysis. One of the requirements to be able to use the multiple regression equation is the fulfillment of the classical assumption test. After the model to be tested meets the

classical assumptions and regression, the next step is to carry out statistical tests. In this study, the classical assumption test used normality, multicollinearity, and heteroscedasticity tests.

Table 8. Reliability Test Results

No	Variable	Cronbach's Alpha	Critical Limits	Information
1	Occupational Health and Safety (X1)	0.825	0.70	Reliable
2	Motivation (X2)	0.823	0.70	Reliable
3	Employee performance (Y)	0.880	0.70	Reliable

3.4.1. Normality Test

This normality test aims to understand whether the data used is normally distributed or not using SPSS 24, as follows.

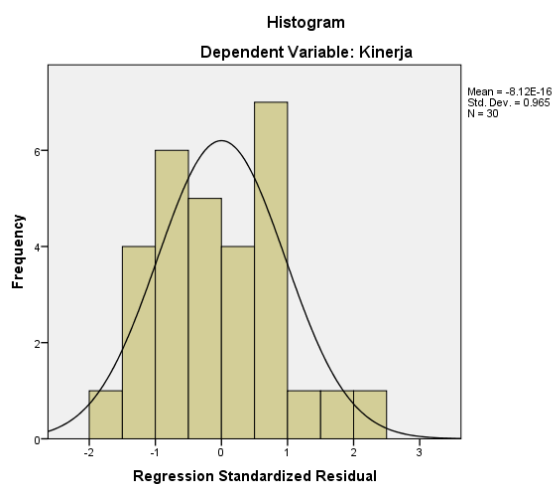


Figure 4. Histogram

Based on the histogram on Figure 4, it can be seen that the Dependent and Regression Standardized Residual curves form a bell-like image, so the data is normally distributed data and is suitable for further data processing.

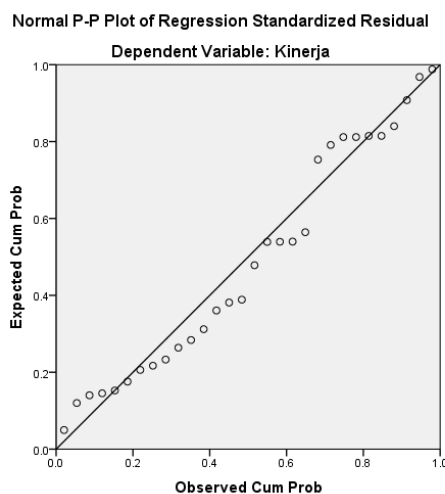


Figure 5. Normal P-Plot of Regression Standardized Residual

Based on Figure 5 of the P-Plot Normal Curve above, it can be seen that the distribution of the points around the line still follows a straight line and does not widen too far. So it can be concluded that the assumption model is in accordance with normality and the data is feasible to use.

3.4.2. Multicollinearity Test

Table 9. Multicollinearity Test

Model		Coefficients				Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients		Tolerance	VIF
		B	Std. Error	Beta	t		
1	(Constant)	10.524	7.061		1.491	0.147	
	Occupational Health and Safety (X1)	0.318	0.096	0.483	3.306	0.003	0.837
	Motivation (X2)	0.346	0.149	0.339	2.322	0.027	0.837

a. Dependent Variable: Employee Performance (Y)

Based on the Table Coefficients, it can be seen that the value of Tolerance (TOL) for the Occupational Health and Safety variable X1 is 0.837 and the Motivation variable X2 is 0.837. With the VIF value for Occupational Health and Safety X1 of 1,195 and the X2 Motivation variable of 1,195. Then the TOL and VIF values < 10, it can be concluded that the regression variables formed do not show symptoms of multicollinearity.

3.4.3. Heteroskedasticity

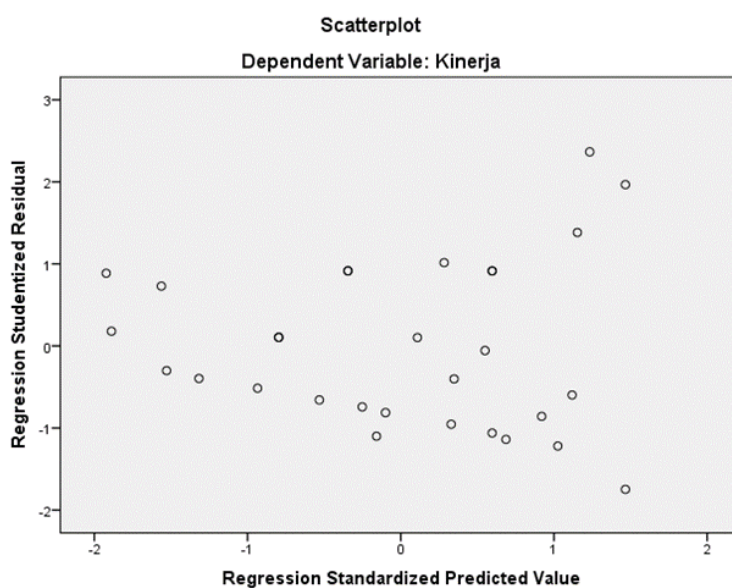


Figure 6. regression Standardized Predicted Value

Based on the display in the Scatterplot on Figure 6, it can be seen that the data distribution at the points spreads randomly and is spread both above and below the number 0 on the Y axis and does not form a pattern. So it can be concluded that in this regression model there is no heteroscedasticity problem.

3.5. Multiple regression analysis

Based on the multiple linear regression table (Table 10), the equation with the regression is as follows:

$$Y = 10.524 + 0.318 X1 + 0.346 X2$$

From this equation it is stated that the direction of the relationship or the influence of the multiple linear regression coefficients at X1 is 0.318 and X2 is 0.346. The "+" sign contains a 1% increase in X1 or Occupational Health and Safety will increase employee performance by 31.8% while X2 or Motivation if an increase of 1% will reduce the level of work performance by 34.6% meaning that the variable X2 or Motivation increases then the variable Y or employee performance increases.

Table 10. Multiple regression analysis

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.524	7.061		1.491	0.147
	Occupational Health and Safety (X1)	0.318	0.096	0.483	3.306	0.003
	Motivation (X2)	0.346	0.149	0.339	2.322	0.027

a. Dependent Variable: Employee Productivity (Y)

3.6. Coefficient of determination

Table 11. Coefficient of determination

Model Summary					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.729a	0.531	0.507	6.72932	

a. Predictors: (Constant), Motivation (X2), Occupational Health and Safety (X1)
 b. Dependent Variable: Employee Productivity (Y)

Based on the results of calculations using SPSS 24, it is obtained:

Based on the results, an R value of 0.729 is obtained, meaning that the direction of the relationship is very strong. The coefficient of determination is a calculating tool that can be explained by independent and related variables. The R square in this study is 0.531 or the magnitude of the contribution of the Occupational Health and Safety and Motivation variable is 53% and the remaining 47% is in other studies

3.7. Hypothesis Testing

The determination of the sample regression function to estimate the actual value can be assessed by its goodness of fit. Statistically at least this can be measured from the value of the coefficient of determination, the statistical value of f and the statistical value of t. Statistical calculations are called statistical significance if the statistical test value is in a critical area (diman a area is rejected), on the contrary, it is called insignificant if the statistical test value is in the area where H_0 it is received.

3.7.1. Simultaneous Hypothesis Test (F Test)

The F test is used to test the presence or absence of the influence of variables – independent variables on the dependent variables simultaneously (Together). The results of the calculation of the parameters of the regression model together are obtained in the table 12.

Based on the results obtained from the linear regression results together in table 12, the decision making is based on the significance of:

- a. $F_{count} \geq F_{tabel}$, then H_0 rejected, means that independent variables simultaneously affect dependent variables.

- b. $F_{count} < F_{tabel}$ then H_1 accepted, means that independent variables simultaneously have no effect on dependent variables.

Table 12. Simultaneous linear regression results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	291.903	2	145.952	9.758	.001 ^b
	Residual	418.807	27	14.957		
	Total	710.710	29			

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Motivation (X2), Occupational Health and Safety (X1)

Based on the output results, it can be seen that the F_{count} value is 162,096 with a p-value (Sig) 0.001, with $\alpha = 0.05$ and with degrees of freedom $df_1 = k - 1$ or $(3 - 1 = 2)$, then the df_2 value = $n - k$ or $(30 - 3 = 27)$, then the value of $df_2 = 27$, and can be known from F_{table} of 3.35 The result is $F_{count} > F_{table}$ ($9,758 > 3.35$) then H_0 is rejected and H_a is accepted, meaning that there is an influence from Occupational Health and Safety (X1) and Motivation (X2), on Employee Performance (Y). The results obtained from the F test using SPSS.24 are that H_0 is rejected because F_{count} (9.758) $> F_{table}$ (3.35). So it can be concluded that the influence of Occupational Health and Safety (X1) and Motivation (X2) simultaneously (together) have a significant influence on Employee Performance (Y) at CV. Umega Abadi Sanjaya.

3.7.2. Hypothesis Test (t-test)

The t-test is performed to pinpoint how far an explanatory or freely individual variable influences in describing the variation of bound variables. By using a confidence level of alpha (α) of 5% and a degree of freedom ($n - k$). then compared between t_{hitung} and t_{tabel} . If the value of $t_{hitung} \geq t_{tabel}$, then it H_0 is rejected and H_a accepted. If t_{hitung} the value $< t_{tabel}$, then it H_0 is accepted and H_a rejected. After using the hypothesis test partially using SPSS 26 software for windows, the following are the results obtained based on the data processing that has been carried out:

Table 13. Partial Relationships

Coefficients								
Model		Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics		
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	10.524	7.061		1.491	0.147		
	Occupational Health and Safety (X1)	0.318	0.096	0.483	3.306	0.003	0.837	1.195
	Motivation (X2)	0.346	0.149	0.339	2.322	0.027	0.837	1.195

a. Dependent Variable: Employee Performance (Y)

To calculate the t_{tabel} value the significant level used in this study is 5% or a significant level (α) = 0.05 with degrees of freedom $df = n - k$, then $df = 30 - 3 = 27$, and in table the value is 27 is equal to 1.70329.

- Occupational Health and Safety (X1) It t_{count} is known to be 3.306 and t_{table} 1.70329. Because the value is t_{count} greater than t_{table} ($3.306 > 1.70329$) it H_0 is rejected and H_a accepted. Therefore, employee loyalty has a significant positive effect on employee Performance at CV. Umega Bahtera Sanjaya, as a partial effect
- Motivation (X2) Known t_{count} at 2.322 and t_{table} 1.70329. Because the value t_{count} is greater than t_{table} ($2.322 > 1.70329$). Then H_0 it was rejected and H_a was accepted. Then the Work Environment partially has a significant positive effect on Employee Performance.

3.7.3. A Hypothesis Conclusion

3.7.3.1. The Effect of Occupational Health and Safety on Employee Performance

Hypothesis testing in this study is as follows:

$H_0 : \beta = 0$. This means that there is no effect of Occupational Health and Safety on Employee Performance at CV. Umega Abadi Sanjaya

$H_1 : \beta \neq 0$. There are those that affect Occupational Health and Safety on Employee Performance at CV. Umega Abadi Sanjaya.

Based on the table obtained values t_{count} for the variable Occupational Health and Safety on Employee (X1) of 3.306 > 1.70329, t_{table} then it can be concluded that H_0 it is rejected. This means that Employee Productivity has an effect on Employee Performance at a significance score of $0.00 < 0.05$ means positive Occupational Health and Safety on Employee to Employee Performance.

3.7.3.2. Effect of Motivation on Employee Performance

Hypothesis Testing on this issue is as follows:

$H_0 : \beta = 0$. This means there is no significant effect of Motivation on employee Performance at CV. Umega Bahtera Sanjaya

$H_1 : \beta \neq 0$. The existence of what affects the Motivation on Employee Performance on CV. Umega Bahtera Sanjaya.

Based on the table obtained values t_{count} for the variable Work Environment (X2) of 2.322 > 1.70329 t_{table} , then it can be concluded that H_0 it is rejected. This means that the Work Environment has an effect on the Employee's Performance at a significance score of $0.00 < 0.05$ means a positive Work Environment on Employee Performance.

3.7.3.3. The Effect of Occupational Health and Safety and Motivation on Employee Performance

Hypothesis testing in this study is as follows:

$H_0 : \beta = 0$. This means that there is no influence of Occupational Health and Safety, Motivation on Employee Performance CV. Umega Abadi Sanjaya.

$H_1 : \beta \neq 0$. This means that there is no influence of Occupational Health and Safety, Motivation on Employee Performance CV. Umega Abadi Sanjaya.

Based on the above calculations, the effect of Occupational Health and Safety and Motivation on CV. Umega Abadi Sanjaya, using the F test, it is known that the value of F_{count} 9.758 > 3.35. Then the decision was H_0 to be rejected. This means that Occupational Health and Safety and Motivation on have a positive effect on Employee Performance.

3.7.3.4. The Effect of Occupational Health and Safety and Motivation on Employee Performance

Hypothesis testing in this study is as follows:

$H_0 : \beta = 0$. This means that there is no influence of Occupational Health and Safety, Motivation on Employee Performance CV. Umega Abadi Sanjaya.

$H_1 : \beta \neq 0$. This means that there is no influence of Occupational Health and Safety, Motivation on Employee Performance CV. Umega Abadi Sanjaya.

Based on the above calculations, the effect of Occupational Health and Safety and Motivation on CV. Umega Abadi Sanjaya, using the F test, it is known that the value of F_{count} 9.758 > 3.35. Then the decision was H_0 to be rejected. This means that Occupational Health and Safety and Motivation on have a positive effect on Employee Performance.

4. Conclusion

Based on the results of the frequency distribution with each grand mean Occupational Health and Safety Program variable (X1) of 3.55, Motivation (X2) of 3.85, and Employee Performance of 3.89, it shows that the description of Occupational Health and Safety, Employee Motivation and Performance in CV. Umega Abadi Sanjaya is good.

Occupational Health and Safety has a significant effect on the performance of CV employees. Umega Abadi Sanjaya namely employees feel that the Occupational Health provided by the company is good, so their performance is quite high, so it can be withdrawn conclusion that the H1 proposed in this study is proven or acceptable.

Employee motivation has a significant effect on employee performance CV. Umega Abadi Sanjaya, namely employees feel high motivation at work, so their performance is quite high, it can be concluded that the H2 proposed in this study is proven or acceptable.

Occupational Health and Safety company CV. Umega Abadi Sanjaya has a significant influence on employee performance based on perceptions employees obtained amount to 9,758. It is concluded that vavariablencluding Occupational Health and Safety and Motivation simultaneously and significantly affect Employee Performance

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