

The Effect of Occupational Health and Safety (OHS) and Motivation on Employee Performance At PT Lautan Sejahtera Nusantara

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Abstract

human resources on the fact are Capital is one of the capital that plays an important role in achieving company goals. Motivation is a mental impulse that drives human behavior on the basis of need. Occupational safety is the control of people, machines, materials, and methods that cover the work environment so that workers do not experience injury. PT. LSN (Lautan Sejahtera Nusantara) is a company engaged in the marine and fisheries sector based on fishing activities. 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. In general, there are three types of research, namely discovery, proof, and development. The research method used in this study is to use descriptive methods and quantitative methods. The descriptive method is used to describe, describe how the Occupational Health Safety, Motivation, and OHS Performance variables at PT. Lautan Sejahtera Nusantara already has good work motivation, the highest level of motivation is found in the employee factor helping colleagues when they have difficulty doing work, while the level of motivation the lowest factor is found in the Employee factor trying to increase mastery of skills to accelerate the process of achieving targets caused by tools and facilities that are inadequate and can hinder the development of employee skills. Employee performance in the company PT. Lautan Sejahtera Nusantara has a significant influence on employee performance based on perceptions acquired by employee

Keywords: OHS; Motivation; Employee Performance; PT. Lautan Sejahtera Nusantara

1. Introduction

Human resources on the fact are Capital is one of the capital that plays an important role in achieving company goals. Human resources assets company to care for (Mayo, 2016). The empowerment of human resources managed regularly and systematically will produce qualified and competitive quality human resources (Hong, Hao, Kumar, Ramendran, & Kadiresan, 2012). In this rapidly growing era, companies must be extra selective in selecting competitive, qualified, and highly competitive human resources (Luthans & Youssef, 2004). Company management, especially the HRD (Human Resource Development) department, must be selective in selecting prospective employees. (Al-Haqam & Hamali, 2016) states that human resources is a strategic approach to skills, motivation, development, and management of organizing resources.

According to (Hasibuan, 2003) revised edition of the Human Resource Management book Management comes from the word "to manage" which means to manage (manage). Management belongs to social and process science groups because inside management there are activities that must be carried out, for example, planning, organizing, directing, and controlling activities. These activities cannot be separated from one another or in other words, are interrelated, so that they will form a unity that cannot be separated. Therefore management is referred to as a system. According to (Hasibuan, 2007) in the book Human Resource Management, the revised edition of 2003 stated that: "Management is the science and art that regulates the process of utilizing human resources and other sources effectively and efficiently to achieve certain goals."

Motivation is a mental impulse that drives human behavior on the basis of need. In motivation, there is a desire that activates, moves, distributes, and directs individual attitudes and behavior (Filgona, Sakiyo, Gwany, & Okoronka, 2020). According to (Handajani, Sutrisno, & Chandrarin, 2009) says that every theory of motivation seeks to describe

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what humans really are and what humans can be like. For this reason, it can be said that a theory of motivation is contained in the form of a certain view of human beings. Content motivation theory helps us understand the dynamic engagement in which organizations operate by portraying managers and employees as involved in organizations on a daily basis. This motivation theory also helps managers and employees to solve problems that exist in organizations.

According to OHSAS (18001:2007), Occupational Health and Safety (OHS) are all conditions and factors that can have an impact on the safety and health of workers and other people (contractors, suppliers, visitors, and guests) in the workplace. Occupational health is a condition free from physical disturbances, mental emotions, or pain caused by the work environment (Brown, Stoffel, & Munoz, 2019). While workplace safety is the supervision of people, machines, materials, and methods that include the work environment so that workers do not get injured (Laberge, MacEachen, & Calvet, 2014).

Performance is the result of a process that refers to and is measured over a certain period of time based on predetermined conditions or agreements. "Performance is the result of employee work seen from the aspects of quality, quantity, working time, and cooperation to achieve the goals set by the organization." (Pawirosumarto, Sarjana, & Gunawan, 2017)

PT. LSN (Lautan Sejahtera Nusantara) is a company engaged in the marine and fisheries sector based on fishing activities. The fishing activity in question is catching fish on the high seas, an activity this is done by using a ship specifically used to catch and transport fish on the high seas. LSN companies use special ships to catch fish as a tool to carry out their business activities, special vessels catch fish ships that can load marine catches in the form of fish. Because of that, this ship is equipped with Hauler. Net Haulers namely fishing aids on ships, are used for pulling nets that have been sown in the sea so that the nets are pulled more easily and can be easily rearranged on the deck. Special ship catch fish is also equipped with several refrigerated rooms, which are used to preserve the catch so it stays fresh when it arrives in place at the fish auction.

The ship is a means of transportation that is not settled (always sailing and changing places), so the ship cannot use electricity from land that is connected continuously, therefore the electrical installation on the ship must have an independent power source, and the source is generated from a generator or electric generator. A generator is an electric machine that functions to convert mechanical energy into electricity, while a generator or generator set is an electric machine consisting of a generator and a motor that is used to drive the generator motor, therefore the existence of a generator on board is very important as a supplier of needed electricity.

LSN Company has 3 fishing vessels measuring 160 GT (Gross Ton) with a total of 57 employees. 1 fishing vessel comprised 19 crew members, 1 captain, 3 engineers, and 15 crew members. In fishing, each vessel requires a voyage of 7 to 8 months with PT. Arafura waters are located in the region of the waters of the islands of New Guinea and Australia.

Conditions that often result in work accidents are generally caused by the mistakes of the employees themselves, both in terms of the competence of the implementers and the understanding of the organizers of Occupational Health and Safety themselves (Qurbani & Selviyana, 2018). Therefore, employee knowledge of the importance of Occupational Health and Safety and socialization about the use of work tools is also very important so that employees have the ability to prevent work accidents while working, develop themselves to be familiar with the importance of safety and health at work, understand hazards in the work environment and take appropriate precautions about work accidents that may occur. Especially if the company is an industrial company whose work has a high risk of work accidents occurring, for example, work that uses sharp machines.

Researchers also made observations of data searches at PT. LSN, which is in Perum Bumi Aman Sejahtera Blok C No 19 Kota Indramayu. The following is the data survey Which done researchers and get the results on Table 1, 2, 3, and 4.

The table 1, it shows that the average of the motivational variables is for those who choose YES or agree by 19 while for those who choose NO or disagree by 20, it can be seen from the question Employees are ready to work overtime if there is work that has not been completed on time 17 respondents chose YES while 23 respondents chose no, then the question Employees are able to work with full responsibility 15 respondents answered YES and 25 respondents answered No, then question Employees are able to use self-potential and work independently 34 answered YES while 6 other respondents answered NO.

The table 2 shows that the average of the Compensation variable is for those who choose YES or agree 34 while for those who choose NO or disagree by 5, can be seen from the question of salary accepted enough to meet their daily needs 36 respondents chose YES while 4 respondents chose no, then the question Bonus which accepted according to

the work done 35 respondents answered YES and 5 respondents answered No, then the question Incentives provided by the company encourage employees to work even harder 32 answered YES while 8 other respondents answered NO.

Table 1. Respondent Data Based on Motivation

No	Variable	Question	Yes	No
1	Motivation	Employees can receive suggestions and directions given by the leadership	12	28
		Employees are ready to work overtime if there is work that has not been completed on time	17	23
		Employees are able to work with full sense of responsibility	15	25
		Employees are able to use their potential and work independently	34	6
Average			19	20

Table 2. Respondent Data Based on Compensation

No	Variable	Question	Yes	No
2	Compensation	The salary accepted is sufficient to meet daily needs.	36	4
		bonuses that are accepted according to the work being done.	35	5
		The incentives provided by the company encourage employees to work even harder	32	8
		The amount of commission received by the employee is in accordance with the contribution that the employee gives to the agency	36	4
Average			34	5

Table 3. Respondent Data Based on Work environment

No	Variable	Question	Yes	No
3	Work environment	The lighting in the ship area is in accordance with the requirements.	38	2
		The equipment used is in accordance with the requirements .	32	8
		Availability of sufficient food ingredients until the end of the cruise	35	5
Average			35	5

The table 3 shows that the average of the Work Environment variables is for those who choose YES or agree by 34 while for those who choose NO or disagree by 5, it can be seen from the question that the lighting in the ship area is in accordance with the needs of 38 respondents chose YES while 2 respondents chose no, then the question The equipment used was in accordance with the needs 32 respondents answered YES and 8 respondents answered No, then the question Availability of materials sufficient food until the end of the cruise 35 answered YES while the other 5 respondents answered NO.

From the table 4, it shows that the average of the OHS variable is for those who choose YES or agree by 17 while for those who choose NO or disagree by 22, can be seen from the question Awareness of the crew in implementing work safety 12 respondents chose YES while 28 respondents chose no, then the question Crew's sense of discipline towards the implementation of work safety 16 respondents answered YES and 24 respondents answered NO, then the question Availability of replacement safety equipment 19 answered YES while the other 21 respondents answered NO, then on the question Safety equipment is updated when it is available in fection 24 respondents answered YES and 16 respondents answered NO.

The most important reason that employee safety is important is because it involves the lives of the employees themselves. If an employee has an accident while at work, the employee is likely to take time off from work to treat

injuries resulting from an accident or the employee still attends but he will not be able to do his job to the fullest, so his performance will automatically decrease during this period. When employee performance decreases, it will have an impact on company performance.

Table 4. Respondent Data Based on Occupational Health and Safety (OHS)

No	Variable	Question	Yes	No
	Occupational Health and Safety (OHS)	Awareness of the crew in implementing work safety.	12	28
		The crew's sense of discipline towards the implementation of work safety.	16	24
		Replacement safety devices are available	19	21
		Safety devices are updated during inspections	24	16
Average			17	22

Based on the background that has been described and present then the researcher is interested in conducting research at PT. LSN regarding Health, Safety and Motivation which is one of the factors that influence employee performance in order to improve employee performance. Therefore the author is interested in taking the title "The Influence of Occupational Health and Safety (OHS) AND Motivation on Employee Performance at PT Lautan Sejahtera Nusantara", Case Studies on Employees of PT. Lautan Sejahtera Nusantara

2. Research Method and Materials

The research method used in this study is to use descriptive methods and quantitative methods. The descriptive method is used to describe, describe how the variables of Occupational Health Safety, Motivation and Employee Performance by distributing questionnaires to employees of PT. Lautan Sejahtera Nusantara which is used as a sample. Quantitative methods are used to determine the effect of Occupational Health Safety, Motivation and Employee Performance at PT. Prosperous Ocean of the Archipelago.

The research method used in this study is a quantitative research method, and the data analysis method used is multiple linear regression analysis. It consists of the independent variables (influencing variables), namely Occupational Health Safety and Motivation and the dependent variable (influenced variable), namely employee performance. Each of these variables is denoted (X) for the independent variable and the symbol (Y) for the dependent variable.

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 PT. Lautan Sejahtera Nusantara Indramayu, which is a company in the fisheries sector located at Perum Bumi Aman Sejahtera Blok C No 19. PT Lautan Sejahtera Nusantara is one of the companies engaged in fishing, capture fisheries business is a fishing business based on fishing activities and fish transportation activities. The subjects of this study were 40 employees of PT Lautan Sejahtera Nusantara.

3.2. Characteristics of Respondents

From the results of the responses given by the respondents, below will be explained in advance regarding the identity of the respondent. The characteristics of the respondents are based on gender, age, and last education. After seeing the results of distributing questionnaires to 40 respondents, it can be seen that the general description of PT. Lautan Sejahtera Nusantara as follows on Table 5.

Based on the table 5, it can be explained that the characteristics of employees are based on gender at PT. Lautan Sejahtera Nusantara, employees who are male are 35 people with a percentage of 87.5%. Meanwhile, there are 5 female employees with a percentage of 12.5%. So the most dominant employees are men, this is because, on average work at

the company PT Lautan Sejahtera Nusantara, it requires workers with special skills such as lifting quite heavy loads and accuracy in order to work with better work results.

Table 5. Respondent Data Based on Gender

Gender	Frequency	Percentage
Male	35	87.5%
Female	5	12.5%
Amount	40	100%

Table 6. Respondent Data Based on Age

Age	Frequency	Percentage
<25	4	10%
26-30	25	62.5%
31-35	11	27.5%
Amount	40	100%

Based on the table 6, it can be seen that respondents in the 26-30 age group totaled 25 respondents or (62.5%), total employees who have an age group of 35, namely 11 respondents or (27.5%), and the number of employees who have an age group less than 25 years amounted to 4 respondents or (10%). Thus, it can be said that the respondents of this study were dominated by employees in the age group 26-30. This is because the workforce is a barometer of how far workers can work effectively in a production process to achieve the expected target. The young workforce can adapt quickly to new tasks and easily understand and use technology.

Table 7. Respondent Data Based on Work Time

Age	Frequency	Percentage
<1 Year	8	20%
1.5 Year	12	30%
6-10 Year	20	50%
Amount	40	100%

Based on the table 7, it can be seen that the respondents with a mass working time < 1 year amounted to 8 or 20% of respondents, respondents with a working period of 1-5 years amounted to 12 respondents or 30%, respondents and with a working period of 6-10 years amounted to 20 respondents or 50%. This research is dominated by respondents who have worked for 6-10 years. This is because sufficient work experience can show the level of mastery of the workforce in completing a job.

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 OHS, Motivation, and Employee Performance variables.

Based on the results of calculations in table 8 using IBM SPSS 26 and Microsoft Excel as tools, the results obtained from 3 variables, namely OHS, Motivation, and Employee Performance in the 16 statement items is 0.312. The measurement tool is said to be validation.

3.3.2. Reliability Test Results

In testing reliability using SPSS, the steps taken are the same as testing validity. According to (Sugiyono, 2012) a reliable instrument is an instrument which, 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 (Sekaran & Bougie, 2016). The following are the results of the reliability test using the SPSS program.

Table 8. Validity Test Results

No	Indicator	r count	r table	decision
OHS PT Lautan Sejahtera Nusantara				
1	item_1	0.738	0.312	VALID
	item_2	0.729	0.312	VALID
	item_3	0.648	0.312	VALID
	item_4	0.749	0.312	VALID
	item_5	0.616	0.312	VALID
	item_6	0.494	0.312	VALID
Motivation PT. Lautan Sejahtera Nusantara				
2	item_1	0.832	0.312	VALID
	item_2	0.714	0.312	VALID
	item_3	0.656	0.312	VALID
	item_4	0.634	0.312	VALID
	item_5	0.666	0.312	VALID
Employee Performance PT. Lautan Sejahtera Nusantara				
3	item_1	0.751	0.312	VALID
	item_2	0.771	0.312	VALID
	item_3	0.658	0.312	VALID
	item_4	0.642	0.312	VALID
	item_5	0.620	0.312	VALID

Table 9. Reliability Test Results

No	Variable	Cronbach's Alpha	Critical Limit	Information
1	Work Loyalty (X1)	0.711	0.70	Reliabel
2	Work environment (X2)	0.727	0.70	Reliabel
3	Employee Productivity (Y)	0.710	0.70	Reliabel

The results of the reliability test for each variable 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 variables concepts were suitable to be used as a measuring tool.

3.4. Classic assumption test

In this study the authors 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.

3.4.1. Normality Test

This normality test aims to understand whether the data used is normally distributed or not using SPSS 26, as follows.

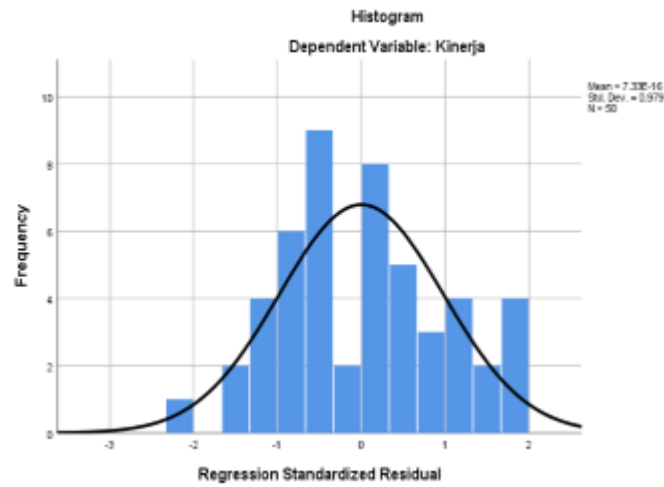


Figure 1. Histogram

Based on the histogram image display, 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.

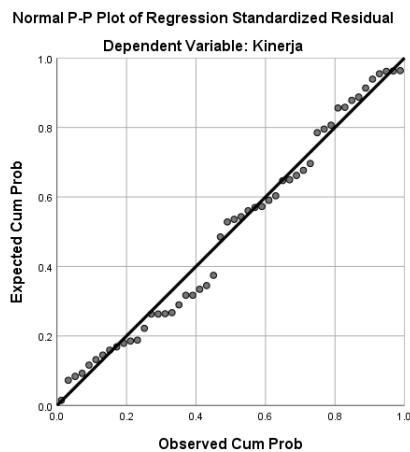


Figure 2. Normal P-Plot of Regression Standardized Residual

Based on the display of the Normal P-P Plot of Regression Standardized Residual image, it can be seen that the dots spread around the diagonal line, so the data used is normally distributed even though there are several plots that deviate from the diagonal line and the data is suitable for further data processing.

3.4.2. *Multicholinerity Test*

Table 10. Multicholinerity Test

		Coefficients^a				Collinearity Statistics		
		Unstandardized Coefficients		Standardized Coefficients				
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	13.743	3.757		3.658	.001		
	OHS	.290	.077	.490	3.771	.000	.964	1.038
	Motivation	.024	.136	.023	.178	.860	.964	1.038

a. Dependent Variable: Employee Performance

Based on the Table Coefficients (Table 10), it can be seen that the Tolerance (TOL) value for the OHS X1 variable is 0.964 and the X2 Motivation variable is 0.964. With a VIF value for OHS X1 of 1.038 and a motivational variable X2 of 1.038. 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. Heteroscedasticity

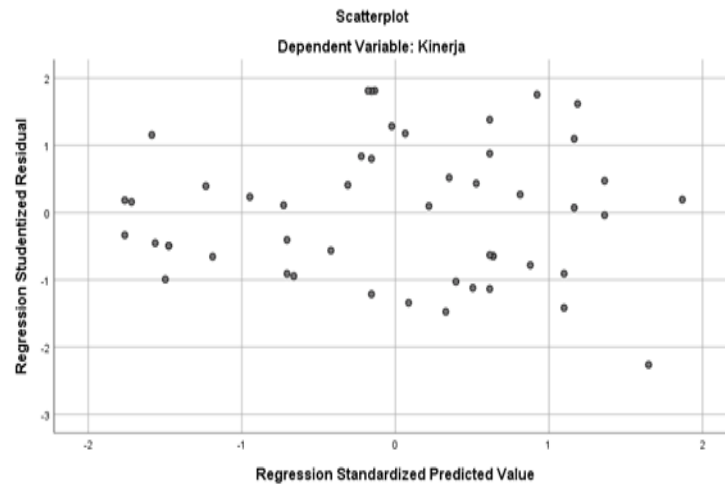


Figure 3. Regression Standardized Predicted Value

Based on the display in the Scatterplot image, it can be seen that the dots are spread out and not close together, meaning that the data used for symptoms of heteroscedasticity occurs.

3.5. Multiple Regression Analysis

Table 11. Multiple regression analysis

Model		Coefficients ^a				Collinearity Statistics		
		Unstandardized Coefficients		Standardized Coefficients		Tolerance	VIF	
		B	Std. Error	Beta	t	Sig.		
1	(Constant)	13.743	3.757		3.658	.001		
	OHS	.290	.077	.490	3.771	.000	.964	1.038
	Motivasi	.024	.136	.023	.178	.860	.964	1.038

a. Dependent Variable: Employee Performance

Based on the multiple linear regression table, the equation with the regression is as follows:

$$Y = 13.743 + 0.290 X1 + 0.024 X2$$

From this equation it is stated that the direction of the relationship or the influence of the multiple linear regression coefficients at X1 is 0.290 and X2 is 0.024. The "+" sign contains a 1% increase in X1 or OHS Employees will increase employee motivation by 29% while X2 or Work Environment if an increase of 1% will decrease the level of work performance by 2.4% meaning that the X2 or work environment variable increases the increasing variable Y or employee work productivity.

3.6. Coefficient of determination

Based on the results of calculations using SPSS 26, it is obtained:

a) Based on the results, an R value of 0.486 is obtained, meaning that the direction of the relationship is quite strong

- b) The coefficient of determination is a calculating tool that can be explained by independent and related variables. The R square in this study is 0.236 or the magnitude of the contribution of the OHS and Motivation variables is 24% and the remaining 76% is in other studies.

Table 12. Coefficient of determination

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.486 ^a	.236	.204	2.01658

a. Predictors: (Constant), Motivation (X2), OHS (X1)
 b. Dependent Variable: Performance (Y)

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 value of the statistic f and the value of the t statistic. A statistical calculation is called statistical significance if the statistical test value is in the critical area (the area where H_0 is rejected) otherwise it is called insignificant if the statistical test value is in the area where H_0 is accepted.

3.7.1. Simultaneous Hypothesis Test (F Test)

The F test is used to test whether there is influence of the independent variables on the dependent variable simultaneously (together). The results of calculating the regression model parameters jointly are obtained in the table 13.

Table 13. Simultaneous linear regression results

ANOVA ^a						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	59.049	2	29.525	7.260	.002 ^b
	Residual	191.131	37	4.067		
	Total	250.180	39			

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

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.

Based on the output results above, it can be seen that the F_{count} value is 7.260 with a p-value (Sig) 0.002, with $\alpha = 0.05$ and with degrees of freedom $df1 = k - 1$ or $(3 - 1 = 2)$, then the $df1$ value = 2 and $df2 = n - k$ or $(40 - 3 = 37)$, then the value of $df2 = 37$, and can be known from F_{table} of 3.23 The result is $F_{count} > F_{table}$ ($7,260 > 3.23$) 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} (7.260) $> F_{table}$ (3.23). 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 PT. Lautan Sejahtera Nusantara.

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} , then: $t_{hitung} \geq t_{tabel}$ 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 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 14. Partial Linear Regression Results

Model		Coefficients ^a				Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients		Tolerance	VIF
		B	Std. Error	Beta	t	Sig.	
1	(Constant)	13.743	3.757		3.658	.001	
	OHS	.290	.077	.490	3.771	.000	.964 1.038
	Motivation	.024	.136	.023	.178	.860	.964 1.038

a. Dependent Variable: Employee Performance

To calculate the t_{tabel} value the significant level used in this study is 5% or a significant level (alpha) = 0.05 with degrees of freedom $df = n - k$, then $df = 40 - 3 = 37$, and in the table the value is 37 is equal to 1.6871.

Occupational Health and Safety (X1) It t_{count} is known to be 3.771 and t_{table} 1.6871. Because the value is t_{count} greater than t_{table} ($3.771 > 1.6871$) it H_0 is rejected and H_a accepted. Therefore, employee loyalty has a significant positive effect on employee Performance at PT. Lautan Sejahtera Nusantara, as a partial effect

Motivation (X2) Known t_{count} at 0.178 and t_{table} 1.6871. Because the value t_{count} is greater than t_{table} ($0.178 < 1.6871$). Then H_0 it was rejected and H_a was accepted. Then the Work Environment partially has a significant positive effect on Employee Performance.

4. Conclusion

OHS employees who are leveled are already good because they have the highest factor, namely the company providing facilities to employees in the form of Employment BPJS, which has a fairly good average. The lowest factor is that employees are provided with supplies in the form of medicines and work safety equipment while sailing because they also have a fairly low average. Employee motivation at the level is good because it has the highest factor, namely employees helping each other when they are needed in terms of work. The lowest factor is that employees will increase mastery of skills to accelerate the process of achieving targets, having an average that does not meet the standards. Employee performance is at a good level. The highest factor is that employees feel punctuality is a form of discipline and responsibility at work has good results from the results of the discussion. The lowest factor is that employees pay attention to the quality of the work that has been done has an average that does not meet.

OHS for employees has a more dominant effect on employee performance, employee loyalty has a regression coefficient value of 0.290. The positive coefficient value indicates a positive relationship between OHS and employee performance on the level of employee performance.

PT. Lautan Sejahtera Nusantara already has good work motivation, the highest level of motivation is found in the factor of employees helping colleagues when they have difficulty doing work, while the lowest level of motivation is found in the factor employees trying to increase mastery of skills to speed up the process of achieving targets caused by tools and facilities that are inadequate and can hinder the development of employee skills.

Employee performance in the company PT. Lautan Sejahtera Nusantara has a significant influence on employee performance based on employee perceptions which is 7,260. it can be concluded that the independent variables include OHS employees and employee motivation simultaneously and significantly affect employee performance.

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