

EFFECT OF MOTIVATION OF EMPLOYEE, SAFETY AND HEALTH, TO EMPLOYEE PERFORMANCE

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ABSTRACT

This study aims to (1) determine the effect of work motivation on performance (2) determine the effect of occupational safety on performance (3) the effect of occupational health on performance (4) to test which of the work motivation, occupational safety and occupational health. Population and sample in this research are employees as many as 115 people, while the data analysis techniques linear regression.

The test in this research is (1) determine the effect of work motivation on performance (2) the effect of occupational safety on the performance (3) the effect of occupational health on performance (4) to test which of the work motivation, occupational safety and occupational health, performance

Keywords: Influence Work Motivation, Occupational Safety and Health, On Employee Performance.

Introduction

Several recognized constructions relationship employee behaviors to achieve particular (Sansone & Harackiewicz, 2000). has shown motivating tends unmotivated (1) incentive (2) significantly affect employee performance at universities in Indonesia. effects of moderation and mediation on the for outcome relationships.

Therefore, scientists mediation results (1) relationship (2) improving colleagues (3) mediation

Given being proposed, motivation can workplace and work relations, of the mediators acts (1) "the mediator explains how external events take on internal psychological significance" (2) mediation on relationship between work studied research.

employee (1) that can affect the lower shown (2) construction (3) the current workplace, (4) the behavior (5) undertaken to achieve organizational for the individual as completing the task (6). The (7) determined the relationship (8) work Konar, 1985.

Work has work environment studies in the office environment, a study suggests that, several (Visher). Kahya E. (2007) concludes on work the environment.

The hospitality show that hospitality (Wright & Pollert, 2006). However, no research has been conducted to test, as far as the (1) Occupation, (2)

such as of the the understanding the effort improve worker workplace environmental issues in the hospitality the UK recognized constructions relationship work

The need for safety and health lies between. These safety, wellbeing, terms relations, the appropriate, the this condition causes problems employee. The working a environment eg. likely to live in companies where the expected work atmosphere (Zuber, 2001), and with inadequate work situations such as poor lighting, unsatisfactory furnishings, employees will not appear in longer periods (Shamsuzzoh & Suman, 2010).

a for employee turnover and a key to benefit the gain a to help increase of motivation, the maintaining a worker the work need to focus improve the highlighted improving workplace maintained; Similarly, research suggests excessive work- occupational grounds responsible professional discontent encourage seek employment. However, that cause workers to work well a contributing factor.

1.1. Conceptual framework

The existence of this frame of mind is to formulate the systematic relationship between the concept of research variables in an effort to solve a problem that existed in the explanation of the discussion of the theoretical basis. For that reason framework that writer can present schematic relation between independent variable that is Work Motivation (X1), Work Safety (X2), and Occupational Health (X3) with dependent variable of employee performance (Y), is as follows:

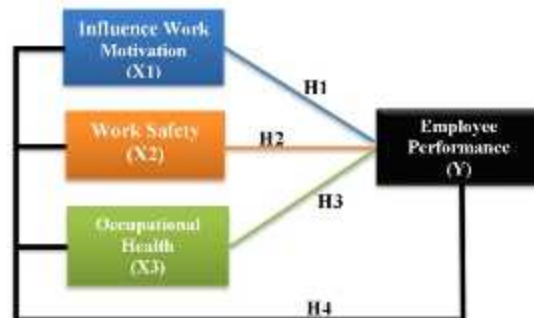


Figure 1, Conceptual Framework

1.2. Research Methods

are employees who work in CV. Data works eternally as many as 115 people

2.2. Sample

According to Suratno (1995: 105) Lincoln (2000: 105) the sample is the part that becomes the real object of the study. The sample is determined based on the formula below.

$$n = \frac{463}{1 + 463(0.05)}$$

$$n = \frac{463}{1 + 23.15}$$

$$n = \frac{463}{24.15}$$

$$n = 115$$

So the sample in this research is 115 people.

2.3. Data Analysis and Discussion

2.3.1. Test Validity and Data Reliability

Table 1. Validity Test Results

| NO | Question | SIG. (2 Tailed) | Significant Level | Information |
|----|----------|-----------------|-------------------|-------------|
| 9 | | | | |
| 10 | | .001 | | |
| 11 | | .001 | | |
| 12 | X2.1 | .000 | | |
| 13 | X2.2 | .001 | | |
| 14 | X3.1 | | | |
| 15 | X3.2 | | | |
| 16 | X3.3 | | | |
| 17 | Y1.1 | .000 | | |
| 18 | Y1.2 | | | |
| 19 | Y1.3 | | | |

Source: Testing Validity with SPSS

Based on the results of testing question instruments, the questionnaire has a significant value below 0.05, so based on the result of testing all questionnaires on the variables in valid condition so that it can be used as data collection tool.

2.3.2. Test Reliability Reliability:

The results of reliability testing questionnaire using SPSS program (Statistical Package for Social Science) are obtained value.

Table 2. Reliability Test Results

| Variables | Alpha Cronbach's | Minimum Limit | Information |
|-----------|------------------|---------------|-------------|
| X1 | 0.1070 | 0.06 | reliable |
| X2 | 0.970 | 0.06 | reliable |
| X3 | 0.870 | 0.06 | reliable |
| Y | 0.834 | 0.06 | |

Source: testing data with SPSS

From table 2 data can be seen alpha cronbach value: s for all variables worth greater than the minimum threshold of 0.06 this indicates that the questionnaire used in this study meets the reliability requirements.

2.3.2.1. Multiple Linear Regression Analysis

In the data will be known test results that show the value of its hearing between independent variables and dependent variables, the following analysis results.

Table 3. Multiple Linear Regression Analysis Result

| | 1 | 857 ^a | 735 | 731 | 2.393 | 735 | 188.284 | 1 | 58 | 000 |
|--|---|------------------|-----|-----|-------|-----|---------|---|----|--------|
| | | | | | | | | | | Change |

Independent variables: the influence of work motivation, safety, and occupational health (K3)

Dependent variable: employee performance

Source: regression testing with SPSS

a. Correlation coefficient

Based on the analysis conducted by using Multiple Linear regression statistical program obtained results in the summary model table that the correlation coefficient of $R = 0.857$ this shows that there is a relationship that influence equivalent variable (Y).

b. Coefficient of Determination

In the summary model table that the result of R Square (R^2) of 0.735 it shows that the variable (X) (Effect of work motivation, safety, and occupational health) can affect variable (Y) (Employee Performance) of 73.5% 5% of employee performance can be influenced by factors outside of the independent variable.

c. Equations of Regression Lines

In the regression line equation as below.

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------------------------------------------------------------------------|-----------------------------|---------------|---------------------------|-----------------|--------------|
| | B | Std. Error | Beta | | |
| Effect of work motivation, occupational safety, and occupational health | 7.173 0.521 | 1.838 .038 | .857 | 3.933 13.722 | .000 .000 |

Source: coefficient line with SPSS

In the table above data analysis obtained the results the regression line equation is $Y = 7.173 + 0.521 X_1$ In accordance with obtained line, it explained:

a. Constant coefficient value = 7.173

This means that if the value of the Influence Motivation Work, Safety, and Health Cooperation variables are zero, then Employee Performance is worth 7.173 points.

b. Coefficient price $X = 0.521$

This shows that if all other variables are constant and if the value of the variable Influence Work Motivation, Safety, and Health (X) has increased by 0.521 then Employee Performance will increase by 0.521.

Hypothesis testing

Having known the value of correlation coefficient in multiple linear regression analysis above, then performed hypothesis testing using t-test as follows:

$$T = \frac{r \sqrt{n-2}}{\sqrt{1-r^2}}$$

So that can be obtained results

$$T = \frac{0.857 \sqrt{115-2}}{\sqrt{1-0.735}}$$

$$T = \frac{0.857 \sqrt{113}}{\sqrt{1-0.735}}$$

$$T = \frac{0.857 \times 10.630}{0.265}$$

$$T = \frac{9.109}{0.265}$$

$$T = 34.373$$

Based on the above calculation obtained t value = 34.373 when compared with the Table value for 115 respondents is 2.393. Then this proves $T_{count} > T_{table}$ that is $34.373 > 2.393$. Thus, H_0 is rejected and H_a accepted or there is influence between motivation, health, work safety on employee performance CV. Dita Karya Abadi Sidoarjo. After analysis done by using program SPSS version 18.0 obtained result as follows.

Table 5. Table Anova

| Model | Sum of Squares | Df | Mean Square | F | Sig. |
|-------|----------------|----|-------------|---------|------|
| 1 | 1078.117 | 1 | 1078.117 | 188.284 | .000 |
| 2 | 389.389 | 68 | 5.726 | | |
| 3 | 1487.486 | 69 | | | |

a. Predictors: (constant), the influence of work motivation, safety, and occupational health

b. Dependent variable: employee performance

Source: Hypothesis Testing with SPSS

In $F = 188,284$ with significant level $\text{sig} = 0,000$ (asymptotic sig 2-tailed value $> 5\%$ significant level or 0.05) where $(0,000 > 0,05)$ then accept the first measurement option reject H_0 and accept H_a , which means that the coefficient of multiple determination (R^2) is significant.

above the states there is Work Motivation, Safety, and Occupational Health, Employee Performance CV. Dita's eternal work is acceptable and has been proven true.

3. Discussion of Research Results

From the results of the above calculations, it concluded follows:
 (1) affect the relationship work
 research the relationship work

work. This should be the employees. This shows the initiative providing salary increases recognizing the work poor do perform satisfactorily. Research have hotel. is based work of the participants possible in terms of work in various positions. suggested in various. The

focused on the England. more extensive such as different employees Department of the hotel sector as a whole in the UK to ascertain whether done influence of personality, which has proved effective on performance in many studies.

Results show strongly and worker motivational mediation and employment relations in relation. The the environment how it works Kahya's (2007), this study when. increase worker. Given environment recommended take the initiative the environment. Because are motivated, These suggest better to work; want results job. However, moderate.

a for to employee retention. and help increase of motivation. the maintaining a worker the work need to focus improve the highlighted improving workplace maintained

4. Conclusions and Suggestions

4.1. Conclusion

Hypothesis testing, conclusions related to the Effect of Work Motivation, Safety, and Occupational Health (K3) On Employee Performance CV. Dita Karya Abadi Sidoarjo can be explained as follows:

Based on data analysis conducted by using Linear Regression that there is relationship that influence between variable (X) to variable (Y). The coefficient of determination shows R square value of 0.735. This shows that the variable X (Influence of Work Motivation, Safety, and Occupational Health) can affect variable Y (Employee Performance) of 72.5% while 26.5% Employee performance can be influenced by factors outside independent.

Testing hypothesis with F-test obtained value of $F = 188,284$ with significant level $\text{sig} = 0,000$ (asymptotic Sig (2-tailed) < significant level (5% or 0,05) where $(0,000 < 0,05)$ the first is to reject H_0 and accept H_a which means that the coefficient of multiple determination (R) is significant above then the stating there is Influence Work

Motivation, Safety, and Occupational Health Against Employee Performance CV Dita Karya Abadi Sidoarjo is acceptable and has been proven true.

4.2. Suggestion

From the above conclusions, researchers try to give advice to the CV. Dita Karya Abadi Sidoarjo in order to consider the company in conducting the company's operational activities as well as possible. The suggestions that researchers put forward are:

1. Motivate employees work, aims to encourage employees to the behavior of a person as a company's employees in order to improve the performance and objectives expected by the company, so that will create a desire or goals of individuals and within the company.
2. Work safety, an internal factor of employees associated with a sense of comfort in work. Like various examples of improper equipment such as: grinding machines, drilling machines, cutting machines, and some other outdated, outdated and replaceable machines, so employees can work well and comfortably in accordance with company goals and demands, and there are other important safety factors to be considered for employees such as: uniforms, gloves, helmets, safety shoes, earplugs, goggles, masks (nose cover). Therefore, the development should be improved until there is a guarantee of other programs of the company such as: old-age insurance, accident insurance, and various other insurance that is basically the right of the employees.
3. Increased performance is also closely related to employee health, the company's policy for various nutrients or supplements so that employees in prime condition should also be the attention of the owners of the company.
4. Conduct periodic safety and health training of all employees working company in CV Dita Karya Abadi Sidoarjo, as well as regular routine check-up of health, so that company employees can be free from diseases caused by disturbances where the room does not meet the company standard, the state of the environment that does not support such as the lack of air space settings are less, which resulting in employees not feel comfortable working in such conditions.
5. To support and improve employee performance should safety and health should be considered really so that employees feel motivated in an effort to achieve targets set by the company.

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