THE EFFECT OF WORK SAFETY ON EMPLOYEE PERFORMANCE

Mimma Ayu Nindhitaputri*[1], Ida Nurnida[2]
Universitas Telkom, Indonesia
mimmaayu45@gmail.com*[1], nurnida@telkomuniversity.ac.id[2]

Abstract: Employees in a company are an asset that is strictly maintained and developed because they have a very important role in achieving an achievement or goal of the company. A description of the safety situation in PT. PLN (Persero) PUSHARLIS UWP IV Bandung in 2017: 8 workplace accidents occurred with the time lost due to injury as much as 82 hours. Based on observations researchers saw that the lighting facilities in the office were less utilized and they also found some employees ignored workplace safety by working without personal protective equipment. This study aims to determine the effect of work safety on employee performance in PT. PLN (Persero) PUSHARLIS UWP IV Bandung. This research used the descriptive-causal method, with the saturated sampling technique. The research analysis used descriptive analysis and simple regression analysis. Based on the results of the study, it can be concluded that the effect of work safety on employee performance in PT. PLN (Persero) PUSHARLIS UWP IV Bandung is in a good category, and it significantly has an effect on employee performance with a contribution equal to 21.2%.

Keywords: Work Safety, Employee Performance

INTRODUCTION

Performance or performance according to Moeheriono (2012) is a picture of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision, and mission of the organization as outlined through the strategic planning of an organization. Performance Can Be Obtained and Improved if the individual or group owned has criteria or standards that are agreed upon by benchmarks set by the organization. Therefore, if without the goals and targets set in the measurement, then planning on someone or organizational performance is not possible if there are no benchmarks of success in achieving it. According to Bangun (2012). A job has certain prerequisites to achieve the goals called standard work. To determine whether or not depends on the results of which are agreed with predetermined standards. The success of the company can also be seen from the success of major achievements made by the company. Employees in the company are valuable assets that must be maintained and developed by employees who have an important role in the company's achievement of goals. Planned, systematic and efficient management in managing human resources is needed so that the company can further develop the company's goals that are developed to the maximum. One thing that must be considered in human resource management is work safety. Mangkunegara in Putra (2014) discusses the reasons for avoiding accidents in the production process, occupational safety and health as well as increasing enthusiasm, work harmony and employee work participation. Increased enthusiasm, work harmony and work participation, participation in the performance improvement of employees. Anjani et al (2014) explain the factors of safety and protection at work to be factors that influence work. When employees get a guarantee of safety in doing work, they will do a good job calmly. This study aims to determine the effect of work safety on employee performance at PT.

PLN (Persero) PUSHARLIS UWP IV Bandung.

According to Hanggraeni (2012) "Work safety if interpreted philosophically is a thought and effort to ensure wholeness and perfection both physically and spiritually at work and humans in general. Meanwhile, K3 is a science and application in efforts to improve work and disease. "

Moeheriono (2012) discussion of performance (performance) is an assessment of the results of the implementation of a program of activities or policies in achieving the goals, objectives, vision, and mission of the organization as outlined through strategic planning according to the organization.

According to Bernadin in Sudarmanto (2014) there are six primary criteria used in measuring performance criteria, namely:

1. Quality
   A higher level than any process achieved or results carried out.
2. Quantity
   The amount produced, for example, the number of units, the amount of rupiah, the number of activities collected.
3. Punctuality
   Punctuality did from the time that has been published.
4. Cost-effectiveness
   Large sources of use of organizational resources to be able to achieve maximum and efficient results.
5. Need Supervision
   There are no supervisors who support unwanted tasks.
6. Interpersonal Impact
   The good name and teamwork ability of coworkers.

METHODS

The research method used in this study is quantitative. Darmawan (2014) suggests quantitative research about a process for finding the knowledge by using data into numbers looking for information about what you want to know. This type of research is descriptive research and causality. Based on the opinion of Neolaka (2014) descriptive research is generally conducted to study the facts and characteristics of objects and subjects that are discussed appropriately. While causality research according to Indrawati (2015).

The population in this study is PT. PLN (Persero) PUSHARLIS UWP IV Bandung as many as 43 people. The sample according to Sugiyono (2013) is part of the number and characteristics possessed by a population. The sampling technique used by the author in this study is the saturation sampling technique (population) where according to Sugiono (2012) is a sampling technique if all members of the population use a sample.

The analysis technique used in this study is simple linear regression. Sugiyono (2013) states that "Simple linear regression analysis matches the functional or causal relationship of one independent variable with one dependent variable".

RESULTS AND DISCUSSION
Simple Linear Regression Analysis

According to Sugiyono (2013) simple linear regression analysis on the functional or causal relationship of one independent variable with one dependent variable. In doing regression calculations, the IBM SPSS Statistics 22 Software is used to calculate the estimated effect of the independent variable with the dependent variable. Calculation results can be seen in the table below:

Table 1. Simple linear regression

Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1,006	,311		3,236	,002
work safety	,372	,112	,461	3,322	,002
a. Dependent Variable: employee performance					

Source: data that has been processed by the author

Based on the results of processing the data in table 1 above, it can be described as follows:
1. Constants (a) = 1,006. This shows the constant value, namely if the work safety variable (X) = 0, then the employee's performance (Y) at PT. PLN (Persero) PUSHARLIS UWP IV Bandung remains at 1,006.
2. Coefficient X (b) = 0.372. This shows that if there is an increase in work safety (X) increases by one unit, the increase in employee performance (Y) will increase by 0.372.

From the results of the coefficient test, the simple linear regression above is positive, which means an increase in the rank of employees at PT. PLN (Persero) PUSHARLIS UWP IV requires work safety (the better the safety of work), the better the performance of employees is also increased.

Coefficient of Determination (R2)

The coefficient of determination is used to understand the contribution of the independent variable (X), which is training on the dependent variable (Y), namely employee performance. The calculation results R2 can be seen in the table below:

Table 2. Coefficient of Determination

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,461[a]	,212	,193	,41544
a. Predictors: (Constant), work safety				
b. Dependent Variable: employee performance				

Source: data that has been processed by the author

The coefficient of determination formula is KD = r2 x 100%. The coefficient of determination (R Square) shows a value of 0.212, which means a large effect on work safety on employee performance of 0.212 or 21.2%. While the remaining 78.8% is the contribution of other variables not approved by this study.

CONCLUSION

Based on the results of data analysis processing and the discussion that was completed in the previous chapter, several conclusions can be drawn that can provide answers to the problem formulation in this study, namely as follows:

Safety at PT. PLN (Persero) PUSHARLIS UWP IV Bandung in the good category.

Employee Performance at PT. PLN (Persero) PUSHARLIS UWP IV Bandung is included in both categories.

Based on the results that have been done by the authors through linear regression analysis, it can be associated with work safety has a positive and significant effect on the performance of its employees.

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