

The Assessment of Human Resources Performance Analysis for Occupational Safety

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Abstract

Human Resources Performance is one of the company's existing maintenance programs. Implementation of occupational Human Resources Performance programs for employees is very important because it aims to create a safety system and unity of work by involving elements of management, labor, conditions and an integrated work environment in order to reduce accidents. There are problems related to employee performance that is about the target that is not achieved, the number of defective products, and the discipline of employees, in addition, the safety and health work is poorly applied. This study aims to assessment the relationship between safety and health to perform and knows how big an influence. The sampling method is probability sampling with technique "Simple Random Sampling" that is sampling technique where every member of the population has an equal chance to be drawn as a sample, with an amount of 60 respondents. The method used is a correlation quantitative method. Data were analyzed by simple regression analysis with the help of SPSS software. The results showed that the hypothesis is accepted, there is a correlation between occupational safety and health on employee performance.

Keyword: Employee performance, Occupational safety, Regression analysis.

I. Introduction

Man is a more perfect creature when compared with other living creatures. As a result of the elements of life that exist in humans, humans develop and experience changes in terms of psychology. Employee satisfaction depends very much on the positive and/or negative feelings a person has for himself or herself as well his job [1]. Employee job satisfaction is a very important role in the performance of an organization. This is important to know so how employees can be maintained [12]. Human Resources (HR) in this regard are said to be one of the main driving factors in the achievement of organizational goals (companies) [3]. Human resources is an important role for the success of an organization or company because humans are life assets that need special attention from the company. The Employee Management process is the most important aspect of the organization process [14]. It is intended that the human resources owned companies are able to contribute optimally in an effort to achieve organizational goals. In the management of human resources is required management capable of managing resources in a systematic, planned, and efficient. In an organization, Human Resources is human life [5].

Work/life balance is very important and affects employee attitudes towards the organization and life of the employees themselves [16]. Performance an employee can greatly help leaders to create a decision toward an excellent organization [7]. Human presence in the production activities of a company becomes very important because humans cannot be replaced by anything including machine sophistication. Companies that use machines with extraordinary sophistication still need the human role as an operative. It is therefore imperative for companies to pay attention to labor as an important factor in increasing production and productivity. Efforts to increase employee productivity is

absolutely made by every company so that the resources owned can be used effectively and efficiently so that the cost of the company is not much is in vain and the expected production/target can be achieved maximally. One of the ways that can and is important to do in an effort empowering employees in creating job satisfaction is to motivate communicated [8]. The description emphasizes the importance of employee productivity, among other factors. But unfortunately, the problem in Indonesia is low labor productivity. Consumer behavior patterns that are not easily predictable, especially in Indonesia, which consists of many islands, so it has a variety of different behavior patterns.

In Indonesia, the number of work accidents indicates a very alarming number. Even according to the International Labor Organization (ILO) study. Indonesia ranks 52th out of 53 countries with poor OHS management. Whereas the costs to be incurred by the company will be very large if until an accident at work [9]. According to data from the International Labor Organization (ILO) in 2010 recorded every year, more than 2 million people who died from accidents and occupational diseases. Approximately 160 million people suffer from occupational diseases and 270 million cases of workplace accidents worldwide, ILO 2009 in [21]. All this indicates the still low safety and health aspects of Indonesia. Safety and occupational health has not received the attention and become a culture in Indonesian society.

At X Company, there are some problems that occur. One of the problems that exist is several times occur, the production does not meet the target order. Although not every month the company cannot meet the target, this problem should not happen. In addition to unfulfilled targets, other problems are the number of defective products each month. Unachievable targets, as well as product defects, can certainly harm the company and reduce consumer satisfaction. According to the production department supervisor, there has never been a significant problem in terms of machinery and maintenance. The number of machines in the factory is also quite adequate. But not only the production target is not met and the number of defective products is quite a lot. Another problem is the discipline of employees who are not good, there are many employees who are late when entering the shift.

The number of work accidents turned out to affect employee behavior. Health and Safety Issues is not just the responsibility of government alone, but the responsibility of all parties, namely employers, workers and the community. Health and Safety is the most important thing for the company because of the impact of accidents and occupational diseases not only harm employees but also harm the company. Work safety, according to [23] is the protection of employees from injuries caused by work-related accidents. Ad occupational health, according to [10] is a condition that refers to the physical condition, mental and emotional stability in general. Job satisfaction, according to [12] is a pleasant or unpleasant emotional state by which employees view work. Job satisfaction is needed and expected to be able to work at full capacity, so that will improve the performance of the organization. Conversely, if employees do not feel satisfied with the performance it will happen the condition of their performance decline.

With the various demands of health and safety issues, the company must be able to fulfill its responsibility in providing protection for employers by conducting programs on health and work safety. The traditional approach to workplace accidents assumes that compliance with procedures and norms protects the system of accidents and that this incident is caused by wrong, unsuitable worker behavior, in the aspect of their personality [4]. Law of the Republic of Indonesia Number 3 the Year 1992, states that it is reasonable if the labor also plays an active role and take responsibility for the implementation of maintenance and welfare improvement programs for the realization of the protection of workers and their families well. So, it's not just the company that is responsible for this problem, but the employees also have to play an active role in this case in order to achieve prosperity together.

Industrial accidents to provide industry have led many countries to enact or update their occupational safety and health laws [2]. Industrial accidents are generally caused by two main things, namely dangerous work behavior (unsafe human act) and dangerous conditions (unsafe conditions). Some research results indicate that the human factor holds an important role in the incidence of work accidents. The results of the study indicate that 80% -85% of accidental by negligence or error of human factors. The frequency of occupational accidents has the trend declines with the increasing age of the employees [11].

This paper has many works of literature to support the research, such as literature with title Impact of occupational health and safety policies on employees' performance in Ghana's timber industry: Evidence from Lumber and Logs Limit [7], The Impact of Occupational Health and Safety Measures on Employee Performance at the South Tongu District Hospital [18], The Influence of Occupational Safety and Health on Performance with Job Satisfaction as Intervening Variables (Study on the Production Employees in PT. Mahakarya Rotanindo Gresik) [20], Influence Of Occupational Health And Safety (OHS) Information Availability And Use On Job Performance Of Library Personnel In Public Universities In South-West Nigeria [16], Impact of occupational health and safety on worker productivity: A case of Zimbabwe food industry [17], Effective Safety and Health Management Policy for Improved Performance of Organizations [24], [26].

This research is organized as follows, chapter 1 introduction, chapter 2 shows material and methods, chapter 3 shows the results of data and discussion, chapter 4 conclusion.

II. Material And Methods

II.1. Work Safety

Work safety, according to be employee protection from injury caused by work-related accidents. In the Industrial world continuously take into account the number of jobs that suffered fatal injuries and non-fatal injuries in the production process [20]. Design and Implement a Health and Safety Management System effectively and efficiently requires an assessment of the different forms of hazards present in the workplace, and how to know their problems [6]. Occupational safety also relates to machines, planes, tools, materials and processing processes, work grounds and work environments and ways of doing work and production processes. Work safety is intended to provide protection to the workforce, which concerns aspects of safety, health, occupational safety, treatment of human dignity and religious morals. It is intended to enable workers to safely do their work to improve their work and productivity. Laborers, therefore, have to secure safety and health protection in every day of their daily work. Terms of working safety are too:

1. Preventing and reducing accidents.
2. Prevent, reduce and extinguish fires.
3. Give opportunity or way of self-rescue at the time fire or other dangerous events.
4. Give help with the accident.
5. Provide personal protective equipment to workers.
6. Prevent and control arises or widespread temperature, bulb, dust, dirt, smoke, steam, gas, airflow weather, radiation rays, noise, and vibration.
7. Prevent and control the emergence of illness due to work both physical and psychological, poisoning, infection, and transmission, get adequate and appropriate lighting.
8. Providing good temperature and humidity.
9. Holding enough air freshener.
10. Maintain cleanliness, health, and order.
11. Implement ergonomics in the workplace.
12. Securing and facilitating the transport of persons and goods.
13. Secure and maintain all types of buildings.

14. Securing and expediting loading and unloading work, and storage of goods.
15. Prevent exposure to dangerous electrical flow.
16. Customize and improve security on the job whose danger of accidents grew.

II.2. Occupational Health

Occupational safety and health is an application of discipline and related attitude safeguarding the security, health, and welfare of the people concerned in the work. While Health is always related to the physical condition of both mind and body, of all employees at workplaces, including workers, contractors and visitors, and their protection from harm form of injury or disease [25]. Occupational health is a condition that refers to the physical, mental and emotional stability in general. Healthy individuals are individuals who are free of illness, injury and emotional mental problems that can interfere with the activity. The health elements are closely related to the work environment and work, which directly or indirectly can affect efficiency and productivity. When effort is focused on Safety and health in the workplace, it means there must be effective rules that are the safe utilization of resources and workplace environment for employees where they work and included health insurance [22]. Occupational health goals are:

1. Improving and maintaining the highest level of physical health, physical, mental and social in all employment.
2. Prevent the occurrence of health problems caused by work environment conditions.
3. Protecting workers from health hazards caused by work.
4. Placing labor in the work environment in accordance with the physical condition, body, mental psychological labor concerned.

II.3. Work Accidents and Occupational Diseases

As is known since ancient times, work can be the cause of the disease. Crowd debated that the disease is caused by the production process in the industry [20]. The use of technology in the production process in the company has a tendency to cause accidents for its users, therefore the implementation and implementation of Occupational Safety and Health programs need to be more attention as an effort to prevent accidents and protect their workers. But it is not solely the obligation of the company alone, all parties involved in the company must carry out their respective roles in optimizing Occupational safety and health so that the number of accidents in the workplace can be avoided. Factors that can cause the occurrence of work accidents are divided into two, namely: the first factor is an accident caused by human error such as negligence, loss of work time concentration, and work mental attitude. The second factor causing the accident is a work environment factor such as dangerous tool and machine tools, unsafe working systems, hazardous materials and materials, and danger from heat and fire. While the work disease is differentiated based on factors, among others:

1. Physical classes such as sound, radioactive light radiation, high temperature, high pressure, illuminated lamp lighting.
2. Chemist class is like dust, vapor, gas, solution.
3. Classes of infections, such as disease and Brucella.
4. Physiological classes such as errors in machine construction, poor posture, and how to do the job.
5. Mental-psychology classes, such as poor working relationships.

Prevention of the occurrence of accidents should be done as early as possible and as accurately as possible, therefore it is necessary to consider in advance the factors of work and health disruption. Things that can be done to prevent the occurrence of work accidents include:

1. Maintain employee health from vision, hearing, fatigue and so on (noise control, worksite lighting settings, air temperature settings, color settings, rest facilities and so on).

2. Provision of medical facilities and health checks for employees with various facilities, making it affordable for every employee in need (including the provision of physicians with all their apparatus).

From the above description, it is clear that the Occupational Safety and Health program will be implemented well when all parties in the company know and abide by their respective roles and obligations within the company.

II.4. Work Productivity

Companies in any field, big or small, of course, all want the maximum results of business and sacrifices that have been issued. Emptiness in humans raises the motivation for growth [16]. To achieve high employee productivity required high employee motivation as well [17]. Various efforts are made to achieve the expected goals. One of them is by increasing employee work productivity so it does not need much time nor cost to be spent by companies. In general, an opinion on the notion of productivity is a picture that compares the input with output. Measurement of work productivity becomes important because by knowing the result of measurement will be obtained information about the result of productivity that has been reached, so that can be used as a benchmark in taking decisions about solving problems related to products that will come. Productivity can be said to increase if:

1. The volume/output quantity increases, without increasing the number of inputs.
2. The volume/output quantity does not increase, but the input is reduced.
3. The volume/output quantity is getting bigger and the input is also reduced.
4. The number of inputs increases, as long as the volume/output quantity increases multiply.

II.5. Job satisfaction

In creating employee job satisfaction, the work environment factor must be considered [24]. Job satisfaction resulted when working where things are required of the employees in accordance with the wishes and expectations of the employee [19]. Job satisfaction is basically an individual thing, each individual alone has a different level of satisfaction with the value system that applies to him. This is due to the differences in each individual. Job satisfaction is an emotional attitude that is fun and loves to work. This attitude is reflected by work morale, discipline, and work performance. Job satisfaction is enjoyed at work, out of work and in and out of work combination.

Factors that affect job satisfaction are:

1. Just and decent rewards.
2. Proper placement according to skill.
3. The weight of the work.
4. The atmosphere and work environment.
5. Tools that support the execution of work.
6. The nature of leadership in leadership.
7. The nature of the work is monotonous or not.

Job satisfaction can be measured by indicators:

1. Satisfaction with salary
2. Satisfaction with working conditions
3. Satisfaction with colleagues
4. Satisfaction with supervisor
5. Satisfaction with the work itself

II.6. Framework Think

As has been explained that in an effort to increase employee productivity required the support of various parties and many factors that influence. One of the influencing

factors is Occupational Safety and Health. When a worker feels secure and comfortable and has a healthy physical in the work, then the goals to be achieved by the company will be in line with expectations. In such an effort, the company also should participate in optimizing the role of Occupational Safety and Health. This can be described in the following frame of mind, Figure 1:

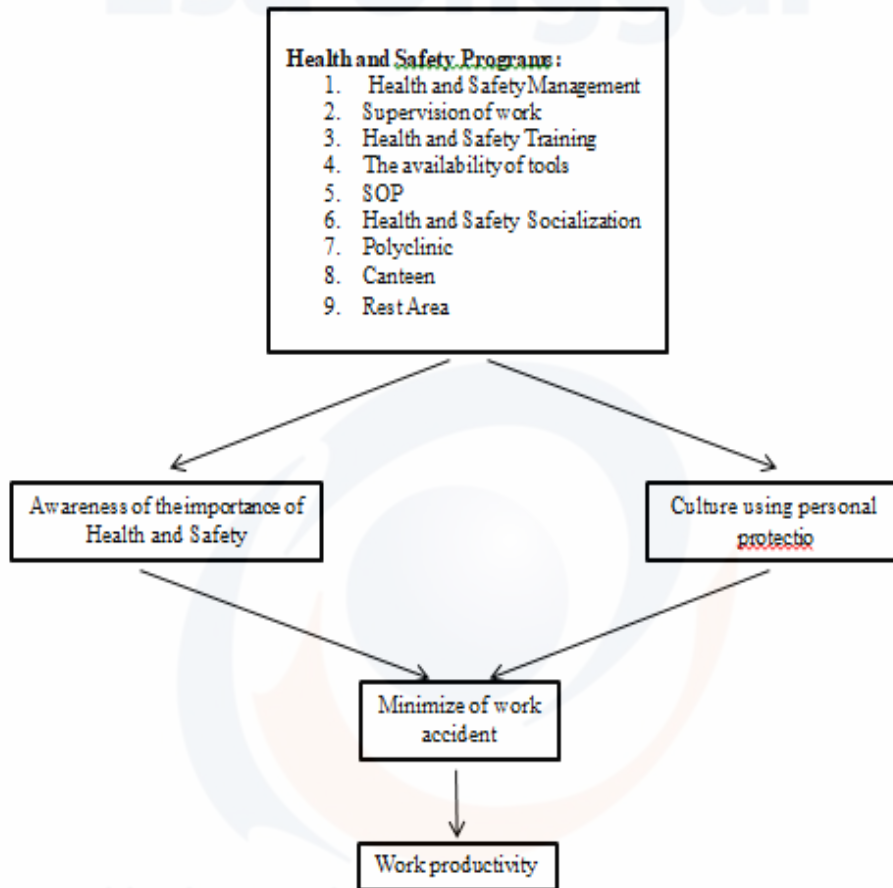


Figure 1. Safety Planner Flowchart.

II.7. Relationship between Variables

Relationship between Job Safety and Job Satisfaction

Occupational safety can affect employee satisfaction. This is because what if employees get safety protection from the company, then employees will feel safe so that employees have satisfaction with the company.

Relationship between Occupational Health and Safety and employee performance

The relationship between job satisfaction and physical and mental health. The coroner's review of mental health and job satisfaction is for all levels of office, the perception of the workforce that their work demands effective use of their abilities with regard to health scores. This score also relates to the degree of job satisfaction and the level of the position. The level of job satisfaction and health reinforce each other so that it can improve one another and can do the one that has negative consequences as well as the other.

Relationship between Job Satisfaction and Performance

Job factors or aspects of work can encourage the realization of job satisfaction, job satisfaction arises when the needs are met from his job. Besides, it can also cause job dissatisfaction if not fulfilled the minimum requirement in the work. Job satisfaction has a function and a role that is very important for the leadership of the organization in managing the organization to achieve organizational goals. Job satisfaction has a big influence on employee work so that if the problem of job satisfaction is not resolved will hamper the smooth operation of the organization and the company. Job dissatisfaction will result in employees spending much of their time in the restroom, pretending to be sick or even quitting work and perhaps unwittingly causing an accident. Job satisfaction is also very important for self-actualization. Employees who do not get job satisfaction will never reach psychological maturity and will eventually be frustrated. Employees like this will often daydream, have low morale, get tired and bored, emotions are unstable, often absent and do busy work that has nothing to do with work to do. The relationship between performance and job satisfaction has a high level of significance. Performance is measured by developing instruments, in a study incorporated in general performance measures. So it can be seen that employee satisfaction has a positive effect on employee performance. Conditions of satisfaction or job dissatisfaction further into feedback that will affect the performance in the future. So the relationship between performance and job satisfaction in a system that continues or continue.

II.8. Research Design

The approach used in this research is a qualitative approach that is a study that aims to know and describe things related to a particular situation, in this study is the analysis of the implementation of safety and health programs on employees' performance at X Company. This research uses key informants and supporting informants. The key informants in this research are Head of Safety, Health and Environment (SHE Coordinator) at X Company, then as supporting informant is the Head of Personnel and Employees section of the Safety Committee of 3 (three) persons.

II.9. Data Type

The type of data used in this study consists of 2 types of primary data and secondary data, namely:

1. Primary Data: Primary data is data collected and processed by an organization or individual directly from the object. Primary data in this study were obtained from questionnaires filled by respondents, including identity and responses of respondents about performance, job satisfaction and Health and Safety.
2. Secondary Data: Secondary data were obtained in a ready-made form, already collected and processed by other parties. Secondary data obtained from X Company.

II.10. Method of collecting data

Data collection methods which used in this study are:

1. Library Review

The literature review is conducted by collecting, reading and studying the literature and books and references relevant to the issues studied to obtain the clarity of the concept in the effort of preparing the theoretical foundation which is very useful in the discussion.

2. Field Review

The field review is a study conducted by obtaining data directly through the questionnaire. The Questionnaire is a way of data collection by using a list of questions given to the respondents. Some of the advantages of a questionnaire are the more efficient use of time in data collection, data obtained authentic and can be applied to data collection in a wide range of environments. The disadvantages of the questionnaire are that sometimes respondents do not answer questions according to

the conditions, the respondent is limited by the choice of certain answers and others. The scale used in this research is the Likert scale.

According to [13], the Likert scale is a scale that contains 5 levels of answer preference with the following options:

- 1 = Strongly disagree
- 2 = Disagree
- 3 = Neutral
- 4 = Agree
- 5 = Strongly agree

II.11. Analysis Method

Data processing methods in this study using SPSS software version 21.0. Data analysis in this research includes linear regression, descriptive analysis, quantitative analysis, validity test, reliability test. Descriptive analysis is used to analyze data by way of describing or describing the data collected as is without intending to make general conclusions or generalizations. The descriptive analysis includes the presentation of data with tables, graphs, circle diagrams, pictograms, calculation of mean, maximum and minimum. This analysis is not done insignificance and there is no level of error because it does not mean to make generalizations.

II.12. Validity test

Test Validity is used to measure sag or valid whether or not a questionnaire. A questionnaire is said to be valid if the question on the questionnaire is able to reveal something to be measured by the questionnaire. The main purpose of factor analysis is to identify the structure of a matrix data and to analyze the structure of interrelationships (correlations) between a large number of variables (test score, test items, questionnaire answers) by defining a set of similarities or dimensions and is often called a factor. Factor analysis is used by researchers to identify a structure and then determine how far each variable can be explained is known, then two main purposes of factor analysis can be done that is data summarization and data reduction.

Factor analysis becomes to summarize the information present in the original variable into a set of new dimensions or variant. This is done by determining the structure through data summarization or through data reduction (data reduction). Factor analysis identifies the structure of relationships between variables or respondents by looking at the correlation between variables or correlations among respondents.

The way to determine whether or not factor analysis is possible is to look at the overall correlation matrix. To test whether there is a correlation between variables used Bartlett Test in Sphericity test. If the result is significant it means that the correlation matrix is significant with a number of variables. Another test used to look at the interrelation between variables is the Measure of Sampling Adequacy (MSA) where the MSA value varies from 0 to 1. If the MSA value is 0.50, then factor analysis cannot be performed.

Test Reliability is a tool to measure a questionnaire that has indicators of variables or constructs. A questionnaire is considered reliable, or reliably if one's response to a statement is consistent or stable over time. Reliability measurement can be done in two ways:

1. Repeated measure or measurement is one, will be presented with the same question at different times, and then see if it remains consistent with the answer.
2. One shot or one measurement only and then the results are compared with other questions or measure the correlation between the answers with questions.

Reliability test can be done with the help of the SPSS version 21.0 program, which will provide facilities to measure reliability with statistical test Cronbach Alpha (α). A constructor variable is said to be reliable if given Cronbach Alpha value > 0.60 .

The normality assumption test aims to test whether the regression model, annoying or residual variable has a distribution or not as it is known that t and F test assume that the residual values follow the normal distribution. If this assumption is violated, then the statistical test becomes invalid for the small number of samples. There are two ways to detect whether the residuals are normally distributed or not with graphical analysis and statistical tests. Normal distribution will form a straight line diagonally and plotting residual data will be compared with the diagonal line. If the residual data distribution is normal, then the line representing the real data will follow its diagonal line.

The basis of decision-making fulfills normality and does not, as follows:

1. If the data spread around the diagonal line following the direction of the diagonal line or the histogram graph shows the normal distribution pattern, then the regression model meets the assumption of normality.
2. If the data spread far and or does not follow the direction of the diagonal line or histogram graph do not show the normal distribution pattern, then the regression does not meet the assumption of normality.

The Simultaneous Test (F test) is a statistical test basically indicating whether all independent or independent variables entered into the model have a mutual influence on independent or dependent variables. To test this hypothesis using the statistic F with decision criteria as follows:

1. If the F value is greater than 4 then H_0 can be rejected at 5% confidence degree. In other words, the alternative hypothesis is accepted, which means that all independent variables significantly affect the dependent variable
2. Compare the F value of the count with the F value in the table. If the value of F is greater with the value of F table, then H_0 is rejected and accept the alternative hypothesis.

Target:

The purpose of this study is to determine whether there is the influence of safety and health on employee performance and how many effects of Occupational Safety and Health on Employee Performance X Company, so the Company applies Occupational Safety and Health to maximize employee performance.

Steps:

The step of this research is step 1 insert interview data in the quantitative table, step 2 does analysis test, step 3 determines the correlation between the dependent variable and independent, step 4 draw conclusion from the result of analysis of SPSS.

III. Result And Discussion

III.1. Characteristics of Respondents

In this study, the questionnaire was made in the form of statements with a total of 20 statements, on the independent variables (Health and safety) of 10 statements and the dependent variable (employee performance) consisted of 10 statements. This research took 60 respondents employees of X Company, with respondent characteristics as follows in Table 1:

Table 1. Characteristics of Respondents

| No | Note | Amount | Percentage (%) |
|----|-------------------------|--------|----------------|
| 1 | Sex | | |
| | Male | 32 | 53 |
| | Female | 28 | 47 |
| 2 | Age | | |
| | <25 th | 27 | 45 |
| | 26-40 th | 28 | 47 |
| | >40 th | 5 | 8 |
| 3 | Education | | |
| | High School | 38 | 63 |
| | Diploma | 15 | 25 |
| | Bachelor | 7 | 12 |
| 4 | Years of Service | | |
| | <5 th | 22 | 41 |
| | 5-10 th | 18 | 33 |
| | >10 th | 14 | 26 |

III.2. Quantitative analysis

To determine the effect of health and safety on the performance of employees at X Company will be proven by using a simple linear regression analysis tool and by using the help of SPSS 21.0 with the following results, Table 2:

Table 2. Results of the linear regression of health and safety on employee performance

Model Summary^a

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .753 ^a | .567 | .559 | 2.29591 | 1.222 |

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 400.005 | 1 | 400.005 | 75.885 | .000 ^b |
| | Residual | 305.729 | 58 | 5.271 | | |
| | Total | 705.733 | 59 | | | |

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 15.759 | 2.540 | | 6.205 | .000 |
| | Health And Safety | .583 | .067 | .753 | 8.711 | .000 |

Based on the calculation result by using SPSS 21.0 for windows can be written as the result of the simple regression equation as follows:

$$Y = 15,759 + 0.583X$$

Which means on every increase of one value of X that is Health and safety will affect the value of Y Employee Performance of 0.583 and if there is no increase in X value of Health and safety or X value is zero then Y is Employee Performance will be 15.759.

III.3. Hypothesis Testing

Health and safety impacts on employee performance. The calculation results show the value of the correlation coefficient of 0.567 or 57%, which states a positive relationship between health and safety facilities with employee performance. The magnitude of influence of 0.433 or 43% and the rest is the influence of other independent variables that are considered fixed or unidentified in this study.

III.4. Qualitative Analysis

Qualitative analysis is done by making the frequency distribution into the table and then interpreted. Based on the results of research on the questionnaires distributed to the respondents is all employees at X Company, then it can be presented according to the independent variable studied as follows Table 3 :

Table 3. Distribution of frequency of respondents' answers to questions about health and occupational safety

| No | Statement | Categories | | | | |
|----|---|------------|-----|-----|-----|-----|
| | | VS | S | LS | NS | VNS |
| 1 | Companies always provide equipment to prevent me from work accident | 17% | 52% | 32% | 0% | 0% |
| 2 | All working equipment is in good condition and worthy of use | 12% | 58% | 30% | 0% | 0% |
| 3 | All parts of the dangerous equipment are marked | 17% | 53% | 27% | 3% | 0% |
| 4 | The company provides training for worker acting safely to complete the work | 13% | 50% | 33% | 2% | 2% |
| 5 | Through training I can complete the work and improve the quality of work | 15% | 37% | 37% | 10% | 2% |
| 6 | Every employee works in a safe and clean working environment | 12% | 57% | 28% | 3% | 0% |
| 7 | The company supervises the implementation of my work | 13% | 58% | 28% | 0% | 0% |
| 8 | The company provides methods that can facilitate my work | 10% | 65% | 23% | 2% | 0% |
| 9 | The company provides drugs for first aid in case of accident | 12% | 47% | 42% | 0% | 0% |
| 10 | The company provides health insurance to every employee | 20% | 48% | 23% | 5% | 3% |

III.5. Health and Occupational Safety

Based on table 3, data related to occupational health and safety and to know the employee's statement to 10 question points, it can be concluded as follows:

1. With respect to question 1, respondents expressed satisfaction with the company's efforts in providing safety equipment, is 52%.
2. Against question 2, respondents stated, satisfied with the condition of the good safety equipment, that is 58%.
3. With respect to question 3, respondents stated that they were satisfied with the company's business which had already marked the dangerous parts, is 53%.

4. Against question 4, respondents expressed satisfaction with the company's effort in providing training to employees to maintain safety and complete the work, which is 50%.
5. To Question 5, respondents stated, satisfied and less satisfied through training workers able to complete the work and improve the quality of their work, it appears with the answer of 37% to be satisfied and less satisfied, it means that other strategies needed for training can improve employee performance.
6. On Question 6, respondents stated, satisfied with a safe and clean working environment, which is 57%.
7. On Question 7, respondents stated, satisfied with supervisory activities with the company on employee performance, that is 58%.
8. In Question 8, respondents are satisfied with the provision of methods and facilities by the company, which is 65%.
9. In Question 9, respondents stated, satisfied and dissatisfied with the availability of drugs for first aid in an accident means the company must fix it, with the amount of 7% and 42%.
10. To Question 10, respondents stated, satisfied and very satisfied with the participation of health insurance by the company with the amount of 47% and 20%. Ten statements on occupational health and safety have shown that health and safety are significant. Based on respondents' answers can be concluded that X Company is quite capable of creating and providing health and safety. Some of the basic things that create this situation are the Company has set up safety equipment in good condition to use, the company gives a sign of dangerous parts, the company includes the compound in health insurance, the company always supervise the performance of employees to improve the quality and finish the work.

Table 4. Distribution frequency of respondents' answers to statements about employee performance variables

| No | Statement | Categories | | | | |
|----|--|------------|-----|-----|----|-----|
| | | VS | S | LS | NS | VNS |
| 1 | The Quality of produced is good | 13% | 67% | 20% | 0% | 0% |
| 2 | Work in accordance with the expertise that is owned | 12% | 57% | 32% | 0% | 0% |
| 3 | understand the work done | 15% | 62% | 23% | 0% | 0% |
| 4 | Responsible for the job | 12% | 60% | 27% | 2% | 0% |
| 5 | Lack of innovation in carrying out the task | 17% | 55% | 28% | 0% | 0% |
| 6 | Less able to take advantage of work time | 13% | 65% | 22% | 0% | 0% |
| 7 | Often make mistakes in completing the job | 13% | 55% | 28% | 3% | 0% |
| 8 | Work complete on schedule | 10% | 60% | 30% | 0% | 0% |
| 9 | Result of work in accordance with what the company wants | 13% | 57% | 30% | 0% | 0% |
| 10 | Satisfactory results compared with colleagues | 12% | 55% | 33% | 0% | 0% |

Performance of Employee

Based on the data table 4 relating to the performance of employees and to know the state of employees to 10 pointed questions it can be concluded as follows:

1. With respect to question 1, respondents expressed satisfaction with the quality of work produced, is 67%.
2. Against question 2, respondents stated, satisfied with the ability and expertise in work, which is equal to 57%.
3. Against question 3, respondents said they understood the work is done, which is 62%.

4. Against question 4, respondents expressed satisfaction with the duty responsibilities carried, is a number of 60%.
5. Against question 5, respondents expressed satisfaction always innovate in the work, is a number of 55%.
6. On Question 6, respondents stated that they did not take advantage of working hours, which is 65%.
7. In Question 7, respondents stated rarely made a mistake that is a number of 55%.
8. In Question 8, respondents stated satisfaction with timely job completion, which is 60%.
9. On Question 9, respondents stated, satisfied the result of work in accordance with the wishes of the company, with the amount of 57%.
10. To Question 10, the respondent expressed satisfaction with the results of his work compared to his friends with the amount of 55%.

Ten statements about employee performance have shown that employee performance is good and significant. Based on respondents' answers can be concluded that the performance of employees of X Company has been created as well. Some basic things that create this state are the quality of performance generated, working with skills and expertise in the field, employees rarely make mistakes, and employees are satisfied with the results of work on time and work results in accordance with the wishes of the company.

IV. Conclusion

Based on the results of the discussion can be concluded that the proposed hypothesis is accepted that there is a significant influence between job satisfaction of performance at X Company. It is based on:

1. Based on Tests conducted by looking at the number Sign. F count on the table Anova SPSS. Based on the calculation of SPSS, obtained number Sign. F arithmetic of 0.000 <0.05 so it can be interpreted that the hypothesis proposed acceptable that health and safety facilities affect the performance of employees at X Company Surabaya.
2. The calculation results show the value of the correlation coefficient of 0.567 or 57%, which states the relationship availability of health and safety facilities with employee performance is strong on employees of X Company.
3. Based on the qualitative analysis, it is known that: the highest percentage of employees are satisfied due to the availability of personal protective equipment from the company, safe and clean working environment, employee participation in health insurance. While the highest percentage of employees that can be classified as the low performance that is: Lack of innovation in carrying out the task, often make mistakes in completing the job, and the suitability of the job with the expertise they have.

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