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The Influence of Workload And Occupational Health Safety (K3) On The Performance of Employees of Pt Hokkan Deltapack Industri

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Abstract

This study aims to determine the effect of workload and occupational health safety (K3) on the performance of employees of PT Hokkan Deltapack Industri Branch. The sample in this study were 64 employees of PT Hokkan Deltapack Industri Branch Kampar. Sampling using census technique. Data collection techniques in this study were interviews and questionnaires with data analysis using descriptive methods and using multiple regression.

The conclusion obtained is that partially workload has a significant effect on employee performance at PT Hokkan Deltapack Industri Branch Kampar. Partially, occupational health safety has a significant effect on employee performance at PT Hokkan Deltapack Industries, Kampar Branch. Simultaneously workload and occupational health safety have a significant effect on employee performance at PT Hokkan Deltapack Industries Kampar Branch.

For this reason, the authors suggest that employees or companies should improve and see the need for facilities and tools that employees need to work so that work can be carried out quickly and properly. Companies should pay more attention, especially to the health and safety of employees at work, by providing guarantees for occupational health and safety, it will make employees feel cared for and cared for by the company. Employee performance should be further enhanced by improving and managing workload and occupational health and safety for employees. For future researchers, so that research can be carried out in other companies or agencies, by redeveloping variables and indicators that have not been used in this study, such as motivation, work skills, attitudes and work ethics so that it is hoped that they will get a good company goal.

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Keywords: Workload, Occupational Health Safety (K3), Employee Performance

INTRODUCTION

Companies need various kinds of resources to run a business, such as capital and materials. According to Robbins (2016: 8) management is the process of coordinating work activities so that the work is completed efficiently and effectively with and through other people. The word efficiency can be interpreted as getting the largest output with very little input, while effectiveness can be interpreted in completing activities so that organizational goals can be achieved. Companies also need human resources, namely employees. According to Hasibuan (2016: 10) HRM is the science and art of managing relationships and the role of the workforce so that it is effective and efficient in helping the realization of company, employee and community goals. According to Henry Simamora (2014: 39), Human resource management (human resources management) is the utilization, development, assessment, remuneration, and management of individual members of an organization or group of workers. Human resources are one of the most important factors in an organization or company, in addition to other factors such as assets and capital. Therefore, human resources must be managed properly to increase the effectiveness and efficiency of the organization. As one of the functions within the company is known as human resource management. The important thing in managing human resources in a company is regarding employee performance.

One of the fundamental elements that will determine whether a company's performance is good or not is human resources (HR) within the company itself. According to Marwansyah (2016: 3) human resource management can be interpreted as the utilization of human resources in organizations, which is carried out through the functions of human resource planning, career planning and development, compensation and welfare, occupational safety and health and industrial relations. How do these HR (employees) work, and do they have good quality and ability in carrying out their duties to achieve company goals in the fields needed. In processing activities, the role of human resources is definitely very important in driving the production process because the production equipment will not run without the support and existence of human resources.

PT Hokkan Deltapack Industri is a company engaged in the business of manufacturing various metals and plastics of food and beverages and containers of daily necessities, expanding the business through beverage filling, and maintaining the group with engineering technology. The following is data on the number of departments/employees who experienced work accidents in 2019-2021 at PT Hokkan Deltapack Industri Branch Kampar.

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Human Resources is a factor that plays a major role in the company. Every company certainly wants optimal work results by expecting good employee performance. As we know that employee performance will increase if the needs of each employee are met. In this case the company must continue to spur the performance of its employees so that the expected targets can be achieved.

Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Factors that affect performance are compensation, work environment, organizational culture, leadership, motivation, work discipline, job satisfaction, communication, and other factors. Mangkunegara (2015: 67) the notion of performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to Abdullah (2014: 3) performance is an abbreviation of the kinetics of work energy whose equivalent in English is performance, performance is the output produced by the functions or indicators of a job or a profession within a certain time. To find out employee performance data at PT Hokkan Deltapack Industri Branch Kampar, it can be seen in the following table:

Table 1 Employee Performance Data

No.	Departement	Tahun		
		2019	2020	2021
1.	Produksi thermoforming	2,86	2,83	2,79
2.	Produksi straw	2,62	2,68	2,65
3.	Quality control	2,94	2,91	2,88
4.	Maintance	3,00	3,00	2,99
5.	P&GA	2,79	2,75	2,73
6.	CSD	2,92	2,94	2,96
7.	Accounting	2,99	3,00	2,99

Source : PT Hokkan Deltapack Industri Branch Kampar, 2022

From the table above, it is known that employee performance data fluctuates every year. In creating employees with good performance, many factors need to be considered. These factors are occupational safety and health, workload, and work stress. The company's success in improving the performance of its employees is highly dependent on the quality of life of the human resources at the company.

One of the factors that need attention from the company is the occupational health

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safety program (or K3 for short). Occupational Health and Safety, which is currently better known as K3, is currently widely used in almost every industrial sector. With the progress of industrialization, mechanization, modernization and electrification, indirectly there will be an increase in work operations. According to the Minister of Health (2015), occupational safety and health are all thoughts that are carried out in the context of preventing, overcoming and reducing the occurrence of accidents and their impacts through further steps, analysis and control of hazards by implementing appropriate hazard controls and implementing regulations regarding Safety and Health. Occupational Health. According to Sibarani Mutiara (2012: 163), "Occupational safety and health is a thought and effort to guarantee the integrity and perfection of physical and spiritual work in particular, and humans in general, the result of work and culture towards justice and a prosperous society".

Occupational safety is the protection of workers from injury due to work accidents. Safety risks include aspects of the work environment that can cause fire, power outages, bruises, sprains, broken bones, loss of organs, vision, hearing. Health is an effort and rule to maintain changing conditions from events or circumstances that can harm health and decency, both physical, mental and social conditions so as to enable a person to work optimally.

Occupational Safety and Health is supervision of humans, machines, materials, methods that include the work environment so that workers do not experience injury. Occupational Safety and Health Indicators consist of 3 (three) indicators, including, Work environment, Humans (employees) and Work tools and machines.

If an employee's health declines due to fatigue, work results will have an impact on the company and targets set by employees who need time due to work accidents. In the following, you can see the data of employees who experienced work accidents at PT Hokkan Deltapack Industri Branch Kampar:

Table 2. Data on Employees Experiencing Work Accidents 2019-2021

No	2019		2020		2021	
	Operator Initial	Duration (day)	Operator Initial	Duration (Day)	Operator Initial	Duration (day)
1.	DFurnika	86 days	JS	38 days	PRH	3 days
2.	DFebriant	23 days	WA	7 days	DF	135 days
3.	M	7 days	MS	55 days	RS	10 days
4.	S	19 days				

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Source : PT Hokkan Deltapack Industri Branch Kampar, 2022

Hart & Staveland Tarwaka (2011: 130) argues that workload is something that arises from interactions between tasks, the work environment that is used as a workplace, skills, behavior, and perceptions of workers. According to Munandar (2011) workload is a task given to the workforce or employees to be completed at a certain time by using the skills and potential of the workforce. Workload that is too heavy can cause employees to suffer work-related disorders or illnesses. Excessive workload will also cause physical fatigue so that employees fall ill. Workload dominates the safety and health of employees. Therefore the workload provided by the company must be adjusted to the physical abilities and mental abilities of the employees who receive the workload. If the employee's body condition is not healthy then in carrying out his work will not be optimal.

Law of the Republic of Indonesia Number 40 of 2004 concerning the National Social Security System paragraph 1 states that Social Security is a form of social protection to ensure that all people can fulfill their basic needs for a decent life. Workload factors can be seen from 3 aspects, namely physical, mental, and use of time. The physical aspect includes workload based on human physical criteria. The mental aspect is the calculation of workload by considering the mental (psychological) aspect.

Workload is something that influences employees at work. The workload is in the form of physical and psychological workload. Where the physical workload is in the form of heavy work done, for example lifting, caring for, and pushing. Psychological workload in the form of the extent to which the level of expertise and work performance of individuals with other individuals.

From the results of observations obtained information related to performance, workload and occupational health safety of employees, including.

1. Employee performance is not optimal, which is known from performance achievement data, the value is below average.
2. The workload is increasing due to the large number of requests for product production while the ability of employees to work is also limited.
3. The lack of supervision of the health and safety of employees so that there are still employees who have work accidents.

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THEORETICAL REVIEW

Workload (X1)

Workload is a task given to labor or employees to be completed at a certain time by using the skills and potential of the workforce (Munandar, 2011: 38). With the following indicators, (1) Targets to be Achieved, (2) Working Conditions, (3) Labor Standards.

Occupational Health and Safety (X2)

Occupational Health and Safety is creating an atmosphere and work environment that guarantees the health and safety of employees so that work tasks are carried out in the work area
company can run smoothly (Suyadi, 2012:91). With the following indicators, (1) Conditions of Occupational Health and Safety, (2) Use of Work Equipment

Employee Performance (Y)

Performance is a work result that is achieved by someone in carrying out the tasks assigned to him based on skills, real experience and time (Hasibuan, 2014: 43). With the following indicators, (1) Quality, (2) Quantity, (3) Timeliness

Thinking Framework

Too much workload can cause tension in a person, causing stress. This can be caused by the level of expertise required is too high, the speed of work may be too high, the volume of work may be too much and so on. according to Dhania, (2010: 16), the notion of workload is a group or number of activities that must be completed by an organizational unit or position holder within a certain period of time. Lisnayetti in Kadek (2017: 3381) states that there is a relationship between workload and employee performance, where if the workload is high it will cause performance to decrease, or it can be explained that the higher the workload received by an employee will affect the performance of the employee and vice versa .

Occupational health and safety factors are also important for achieving good performance in the company. Where if the employees are in good health and fine and when working use work equipment properly, the work they do will be easy and work health and safety is maintained to achieve the goals of the company or an agency.

Sedarmayanti (2011: 124) argues that, "Occupational safety and health are supervisors of people, machines, materials and methods that cover the work environment so that workers do not get injured." According to Mathis and Jackson in Bhastary (2018: 51), "Occupational Safety and Health (K3) is an activity that guarantees the creation of safe

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working conditions, avoiding physical and mental disorders through coaching and training, direction and control of the implementation of tasks from employees and providing assistance in accordance with applicable regulations, both from government agencies and the companies where they work.

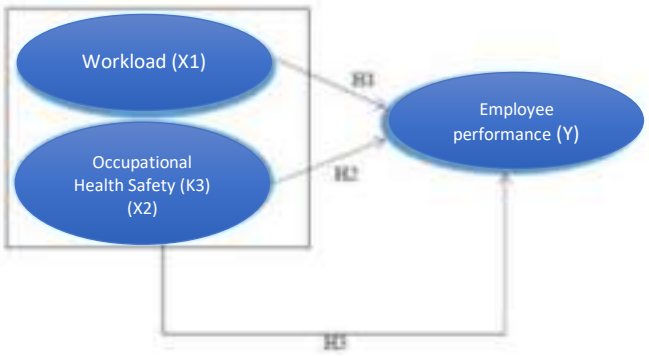


Figure 1 Thinking Framework

RESEARCH METHODS

The research variables consist of two variables. The first variable is the independent variable, namely Workload and Occupational Health and Safety. The second variable is the dependent variable, namely Employee Performance. The population is defined as a collection of elements that have certain characteristics that have the same opportunity to be selected as members of the sample. According to Arikunto (2016: 173-174) the population is the entire research subject. If someone wants to examine all the elements in the research area, then the research is a population study. The population in this study were 64 employees of PT Hokkan Deltapack Industri Branch Kampar. According to Supranto (2012: 23), the sample is part of the population. Because the population is small, all populations are used as samples, namely as many as 64 employees. The determination of the number of samples used by the authors in this study is the census method based on the provisions put forward by Sugiyono (2014: 61-63), which says that: "Unsaturated sampling is a sampling technique when all members of the population are used as samples. Another term for saturated sample is census. To collect all the information needed to prove the hypothesis, the authors conducted a research questionnaire which later converted qualitative data into quantitative data. To determine the response criteria obtained from all variables is to use the calculation of the scale range (Irianto, 2009: 22).

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RESULTS AND DISCUSSION

Multiple Linear Regression Analysis

Table 3 Results of Multiple Regression Calculations

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.229	1.694		3.475	0.016
	Workload	0.324	0.079	0.436	3.168	0.002
	Occupational Health safety	0.618	0.145	0.497	4.207	0.000

Source: SPSS Processed Data Version 20.00

Data from respondents' responses were then distributed into the SPSS program to find out how the influence of these factors can be seen using linear regression analysis obtained using the SPSS program so that the following equation can be obtained:

Y = 2.229+ 0.324 X +$0{,}618\ X + \square$

The meaning of the numbers in the equation above are as follows:

1. The value of the constant is 2.229, meaning that if the workload and occupational health safety is 0, then the performance is positive (2.229)
2. The regression coefficient value of the workload variable is positive, namely 0.324, meaning that every increase in workload by 1 unit will increase employee performance by 0.324 units.
3. The regression coefficient value of the occupational safety and health variable is positive, namely 0.618, meaning that every 1 unit increase in occupational safety and health will increase employee performance by 0.618 units.

Partial Regression Coefficient Test (Test F)

Then the F test is used to find out whether the independent variable has an effect on the dependent variable. To test the parameters of the independent variables, the F statistical test is used, the hypothesis is as follows: Ho is rejected if F count > from F table. In this study, the linear regression equation model was shown to find the relationship between the

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independent variables, namely the respondents' responses to the variables of workload, occupational health safety and employee performance at PT Hokkan Deltapack Industri Branch Kampar.

Table 4 F Test Calculation Results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	753.300	1	436.164	24.364	0.000[a]
	Residual	601.639	63	9.349		
	Total	1462.939	64			

Source: SPSS Processed Data Version 20.00

Because F count = 24.364 > F Table (0.05); (2); (64) = 3.14 then it is significant according to the conditions, so that together workload and occupational health safety have a significant effect on employee performance at PT Hokkan Deltapack Industri Branch Kampar.

Simultaneous Regression Coefficient Test (t-test)

The t test is used to determine the significant level of influence of the independent variable (X) on the dependent variable (Y). For the t test, pay attention to whether t count is significant if t count > t table.

t table = n – k = 64 – 3 = 61 (1,670)

Table 5 Calculation results of the t test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.229	1.694		3.475	0.016
	workload	0.324	0.079	0.436	3.168	0.002
	Occupational health safety	0.618	0.145	0.497	4.207	0.000

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Source: SPSS Processed Data Version 20.00

Thus for the workload variable, t count is 3.168 while t table is (0.05;61) = 1.670 because t count > from t table, so there is a significant influence of the workload variable on employee performance variables.

For the occupational health safety variable, t count is 4.207 while t table is (0.05;61) = 1.670 because t count > from t table, so there is a significant influence of the occupational health safety variable on employee performance variables.

Analysis of the Coefficient of Determination

The coefficient of determination is used to determine how much influence the independent variables have on the dependent variable as a whole. The measurement is carried out by calculating the coefficient of determination (R2) close to 1, the more precise a linear line is used as an approach to research. The regression equation is always accompanied by R2 as a fit measure. The results of the calculation of the coefficient of determination can be seen in the following table:

Table 6 Calculation results of the Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,708[a]	,644	,582	3,06251	2,236

Source: SPSS Processed Data Version 20.00

From the calculation results, the R2 value is 0.582. This means that the contribution of the independent variable (occupational workload and safety) to the dependent variable (performance) is 58.2%, while the remaining 41.8% is influenced by other variables not included in this study.

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DISCUSSION

1. Effect of Workload on Performance

The results of the recapitulation of respondents' responses revealed that the average respondent's responses related to workload at PT Hokkan Deltapack Industri Branch Kampar were in the good category with an average score of 3.52. This indicates that the employee has been able to accept the tasks given in accordance with the abilities they have, the targets set and the work standards applied so that the employee's work can be completed properly.

From the results of data processing it is known that workload has a significant effect on employee performance, which is evidenced by the t-count value of 3.168 while the t-table is 1.670 because t count> from t table then Ho is rejected. The results of this study are in accordance with research conducted by Alpin Neksen (2019) which proves that workload has a significant positive effect on employee performance

Workload is one of the factors that affect employee performance. Workload is a set or number of activities that must be completed by an organizational unit within a specified time. The number of tasks and responsibilities given to an employee causes the results achieved to be less than optimal because employees only have a little time to complete many tasks. If this happens frequently, it will have an impact on the employee's performance.

Efforts to improve employee performance include paying attention to workload, both physical workload and mental workload. To achieve maximum performance, it is important for agencies to pay attention to the condition of their human resources because the human body is designed to be able to carry out daily work activities with the provision that muscle mass weighs almost more than half of the body weight, enabling humans to be able to move the body and do work.

Provision of an effective workload, agencies can find out to what extent their employees can be given the maximum workload and the extent to which it affects the performance of the agency itself, because workload is very important for an agency. The organizational unit activity load or the workload of each official or employee should be evenly distributed so that organizational units can be avoided with too many activities and organizational units with too little activity. employees with a small workload so it seems too much unemployed.

2. The Effect of Occupational Health Safety on Performance

From the results of the recapitulation of respondents' responses, it is known that the average response of respondents regarding occupational health safety at PT Hokkan Deltapack Industri Branch Kampar is in the good category with an average score of 3.56. This

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indicates that employees are able to comply with company regulations to work in accordance with safety and health procedures, then employees are also facilitated with adequate work equipment according to standards so that occupational safety and health can always be carried out properly.

From the results of data processing it is known that occupational safety and health have a significant effect on employee performance, this is evidenced by the t count is 4.207 while the t-table is 1.670 because t count > from t table then Ho is rejected. The results of this study are in accordance with research conducted by Ryani Dhyan Parashakti (2020)
The results of this study indicate that occupational health safety has a significant positive effect on employee performance.

Occupational safety and health (K3) is an effort to create a safe, comfortable working atmosphere, and the ultimate goal is to achieve maximum performance. Therefore, K3 is absolutely necessary to be implemented in every type of work without exception. K3 efforts are expected to prevent and reduce risks. Employees who are guaranteed work safety and health will work more optimally, and this will have an impact on the products produced. In turn, this will improve the quality of products and services produced compared to before implementation, the image of the organization for its performance will increase, and increase customer confidence.

The process of implementing the OSH management system must start from the top management within the company. The first step is to choose the type of K3 management system to be implemented. Organizations must prepare themselves to meet the requirements of the selected OSH management system.

Determination of the objectives of implementing the OSH management system must be clearly stated by top management. They can make circulars or banners which will later be disseminated to all personnel in the company. In addition to the objectives of implementing the K3 management system, this circular letter also states the scope of implementing the K3 management system (Sedarmayanti, 2009).

3. Effect of Workload and Occupational Health and Safety on Performance

From the results of simultaneous testing it is known that workload and occupational safety and health have a significant effect on employee performance, as evidenced by the calculated F value = 24.364 > F table (0.05); (2); (64) = 3.14 then Ho is rejected or significant according to the conditions, so that the workload and occupational health safety variables together have a significant effect on the performance of employees of PT Hokkan Deltapack Industri Branch Kampar.

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Nilai $R^2$of 0.582. This means that the contribution of the independent variable (occupational workload and safety) to the dependent variable (performance) is 58.2%, while the remaining 41.8% is influenced by other variables not included in this study. The results of this study are in accordance with research conducted by Ryani Dhyan Parashakti (2020) which states that Occupational Health Safety, Work Environment and Workload have a significant effect on employee performance.

Too much workload can cause tension in a person, causing stress. This can be caused by the level of expertise required is too high, the speed of work may be too high, the volume of work may be too much and so on. Lisnayetti in Kadek (2017: 3381) states that there is a relationship between workload and employee performance, where if the workload is high it will cause performance to decrease, or it can be explained that the higher the workload received by an employee will affect the performance of the employee and vice versa .

Occupational health and safety factors are also important for achieving good performance in the company. Where if the employees are in good health and fine and when working use work equipment properly, the work they do will be easy and health and safety at work is maintained to achieve the goals of the company or an agency.

According to Mathis and Jackson in Bhastary (2018: 51), "Occupational Safety and Health (K3) is an activity that guarantees the creation of safe working conditions, avoiding physical and mental disorders through coaching and training, direction and control of the implementation of tasks from employees and providing assistance in accordance with applicable regulations, both from government agencies and the companies where they work.

CONCLUSION

Based on the results of an analysis of the effect of workload, occupational health safety and employee performance at PT Hokkan Deltapack Industri Branch Kampar, it can be concluded as follows:

1. Partially, workload has a significant effect on employee performance at PT Hokkan Deltapack Industries, Kampar Branch.
2. Partially occupational health safety has a significant effect on employee performance at PT Hokkan Deltapack Industries Kampar Branch.
3. Simultaneously workload and occupational health safety have a significant effect on employee performance at PT Hokkan Deltapack Industri Branch Kampar. 4. The value of R2 is 0.582. This means that the contribution of the influence of workload and occupational health safety variables to the performance variable is 58.2% while the remaining 41.8% is influenced by other variables not included in this study.

SUGGESTIONS

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As for suggestions that the author can give and might become input for PT Hokkan Deltapack Industri Branch Kampar, namely:

1. Top Management must provide an appropriate Jobdes assessment to each department that will carry out their responsibilities according to the SOP. so that employees work more precisely on the appropriate responsibilities and do not exceed or limit work outside of their jobdes.
2. Top Management in the company must pay attention to personal protective equipment according to areas where employees need to be comfortable doing their work and provide training and understanding of OHS to employees, the importance of knowing the danger points in doing work.
3. Company management should conduct an evaluation in assessing employee performance if employees experience difficulties at work
4. For future researchers, so that research can be carried out in other companies or agencies, by redeveloping variables and indicators that have not been used in this study, such as motivation, work skills, attitudes and work ethics so that it is hoped that a good company goal will be obtained.

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