

THE EFFECT OF OCCUPATIONAL SAFETY ON IMPROVING EMPLOYEE PERFORMANCE IN THE PKP-PK UNIT AT THE OFFICE OF THE CLASS I KALIMARAU BERAU AIRPORT ORGANIZER

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ABSTRACT

The purpose of this research is to find out and analyze the Effect of Work Safety on the Improvement of Employee Performance in PKP-PK Units at Class I Kalimantan Berau Airport Operational Unit in Tanjung Redeb.

The research data were sourced from distributing questionnaires distributed to 16 PKP-PK Personnel at the Office of the First Class Airport Operational Unit of Kalimantan Berau Airport in Tanjung Redeb as respondents and the sesnsu method. Data were collected using a questionnaire with analytical tools used were validity, reliability, simple linear regression equations, coefficient of determination, t test using the Statistical Package for Social Science (SPSS) program

Keywords: Occupational Safety, Performance.

INTRODUCTION

Background

Airport security as a gateway to a city or district and the security of air transportation capital service infrastructure requires perfect service that demands the readiness of human resources with expertise according to the required qualifications. One of the units that is no less important is the PKP-PK which has the task of security when needed. As an organization, the PKP-PK Unit at the Class I Kalimantan Berau Airport Operator Unit Office certainly requires good and correct management. Human Resource Management is the utilization of

human resources to achieve organizational goals and also has a very decisive role in utilizing other resources. The implementation of work that is the task of a Unit is the responsibility of the organization. Not only to achieve the goal, but also in carrying out the work, the safety of the employees must be guaranteed, so that when needed, they are always ready to carry out the task.

Human resource management is beneficial for the organization and also for human life itself. In carrying out its work, the environment, place and work tools must be in a position to provide employee safety, not only during work time but also the

consequences of work are considered, such as safety both during work time and after no longer working. Work protection is not only by the demands of the work itself but also by the government through laws and regulations that protect human resources in certain jobs that require more protection.

Employees as the most valuable and dominant resource in every company are one of the internal factors of the company that play an important role in producing quality performance. Good employee performance can have a positive impact on the company as a whole. One of them is increasing the completion of responsibilities given by the company to workers. If done seriously by employees, the output produced will be satisfactory, but on the other hand, if done in a non-conducive atmosphere, it will produce output that is far from satisfactory.

To achieve superior and competent company performance in all fields, the company must first know more specifically and deeply, especially the desires and needs of employees who are the basis for achieving good organizational performance. The quality of human resources owned by the company is one of the determining factors that plays an important role in achieving the company's organizational goals. The overall supportive atmosphere and work culture of the company, both in systematic management

governance and non-technical matters such as solidarity among employees, are reasons for researchers to conduct research in the company so that they can find out and get results from the objects studied. The influence of occupational health on employee performance greatly determines the progress of the company, because the maximum conditions of workers will affect their performance results, especially if the company provides comfort, safety guarantees, and adequate facilities that can make workers calmly carry out their responsibilities.

The results of this study are expected to be able to minimize the number of work accidents experienced by employees in the workplace. The decline in work performance, if not immediately anticipated properly, will have a negative impact that can be detrimental to the organization and is a management weakness that should be avoided in realizing organizational goals. Human resource management is the steps of planning and developing human resources to achieve both individual and organizational goals. It is very important for every leader to realize that there are techniques to maintain employee work performance, including increasing discipline so that they can carry out their duties and functions according to direction and also attention to occupational safety and health so that the impact does not

interfere with the organization's operational activities. To improve organizational performance, employees are required to have abilities that can be proven by work experience and skills that are certainly able to stimulate employees to continue learning to become competent workers. Work performance is influenced by several factors, one of which is a work environment that provides occupational safety and health.

From the description of the problem above, the author is interested in researching the problem under a title, namely, "The Influence of Occupational Safety on Improving Employee Performance at the PKP-PK Unit at the Class I Kalimarau Berau Airport Management Unit Office."

LITERATURE REVIEW Performance

The term performance has various meanings. According to Rivai and Sagala (2013:309), performance is real behavior displayed by each person as a work achievement produced by employees according to their role in their company. Anwar Prabu Mangkunegara (2015:67) defines performance as work results in terms of quality and quantity achieved by an employee in carrying out his duties according to the responsibilities given to him. Sedarmayanti (2010:259) expresses

that performance translation of performance, which means:

1) Actions, work achievements, implementation of work that is effective.

2) Achievements/achievements of a person in relation to the tasks given to him.

3) The results of a worker's work, a management process or an organization as a whole overall, where the work results must be able to be demonstrated in concrete and measurable evidence (compared to predetermined standards).

4) Performance is defined as a record of the outcome resulting from a certain activity, during a certain period of time (Bernardian and Russell, 1993).

5) Work results that can be achieved by a person or group of people in an organization, in accordance with the authority and responsibility of each, in order to achieve the goals of the organization concerned legally, without violating the law and in accordance with morals and ethics.

Safety

According to Rivai (2005:411) work safety refers to the physiological-fiscal and psychological conditions of the workforce caused by the work environment provided by the company. Meanwhile, according to Mangkunegara (2010:161), the term safety includes the terms safety risk and health risk. In employment, the two terms are distinguished. Work

safety indicates a safe or secure condition from suffering, damage or loss in the workplace. Work safety is one way to protect employees from the dangers or threats of work accidents during work and after work which aims to create a safe and healthy that supports the achievement of company goals.

RESEARCH METHODS

This chapter will describe various things related to the research methods used in testing the hypothesis, consisting of research design, population, research variables and operational definitions of variables, data instruments, data processing and analysis methods and hypothesis testing.

Operational Definition

The operational definition of variables will provide direction to researchers to fulfill the elements of research that tell them how to measure a variable. In this study, there are two variables, namely the independent variable consisting of Occupational Safety (X) and the dependent variable, namely Work Performance (Y).

1. Dependent Variable

Work performance is a pleasant psychological condition or feeling of employees and is highly dependent on the employees concerned and the work environment in the PKP-PK Unit at the Class I Kalimantan Airport Organizing Unit Office Berau. The work performance indicators are: honesty, discipline, having creativity,

ready to lead, responsibility for the work entrusted, loyal to the job, able to work together, having personality, having the ability to initiate all events, capable of completing work.

2. Independent variable

Occupational Safety (X)
Occupational Safety is a condition where a person feels safe and healthy in carrying out his / her duties. The measurement indicators are:

safe working conditions, safety training, Messages about Occupational Safety, employee needs, examples from superiors, supervising vehicles, supervising supporting equipment, formulating and compiling, carrying out official duties, making reports on education results.

Sample Population

This study took the analysis unit, namely the PKP-PK Unit at the Class I Kalimantan Berau Airport Organizing Unit Office, located at Jalan Kalimantan Teluk Bayur District, Tanjung Redeb, Berau Regency. Population is the entire research subject and sample is a part or representative of the population studied (Arikunto, 2013:115). The population in this study is all PKP-PK Personnel at the Class I Kalimantan Berau Airport Operator Unit Office, totaling 16 people. The sample taken in the study refers to Arikunto's opinion (2013:120), if the population is less than 100, it is better to take all of them so that the study is a population study. Based on this

opinion, this study is a population study that takes all PKP-PK Personnel at the Class I Kalimarau Berau Airport Operator Unit Office, totaling 16 people.

The sampling method used is the census method, which is a method of data collection in which all elements of the population are investigated one by one.

ANALYSIS AND DISCUSSION

Data Analysis

Validity Test

Validity testing is carried out to determine the accuracy and precision of a measuring instrument in carrying out its function. Sujianto (2009:96) states that a question is said to be valid if it has a Pearson Correlation value of more than 0.3 with a significance level below 0.05.

2. Reliability Test

Reliability is a tool used to measure a questionnaire which is an indicator of a variable. A questionnaire is said to be reliable if a person's answer to the question is consistent or stable over time (Ghozali, 2011:47).

The reliability test in this study uses the Cronbach Alpha statistical test. A variable is said to be reliable if it gives a Cronbach Alpha value of ≥ 0.60 (Ghozali, 2011:48). The reliability test is used using the Statistical Program For Social Science (SPSS) ver.21 For Windows.

Details of the processing of the reliability analysis can be seen in the

Reliability Analysis Test of the 2 variables in this study as in the following. Reliability Test of Employee Performance Questions Reliability Statistics Cronbach's Alpha Cronbach's Alpha Based on Standardized Items N of Items, 918,947

The results of the reliability measurement show that the measuring instruments used in this study, namely the work safety and employee performance variables, all show a Cronbach Alpha value of 0.918, which means it is greater than 0.60, in other words, all items in the research questionnaire questions are reliable or can be trusted as a whole.

3. Simple Linear Regression Equation

To determine the effect of occupational safety on employee performance with a simple linear regression analysis model, this model aims to determine whether or not there is an effect of independent variables and dependent variables.

the regression equation can be explained as follows:

$$Y = 0.668 + 0.636 X$$

The constant value $a = 0.668$ means that if there is no work safety, employee performance is 0.668. The coefficient value $b = 0.636$. This explains that work safety has a positive effect on employee performance. If work safety is better, assuming the value of other variables remains constant, then employee performance will increase by 0.636.

So the better the work safety, the better the employee performance.

Based on the calculation results, it is known that the calculation results can be explained as follows: The t-value is 7.677 with a significance of 0.000. The significance value is smaller than 0.05, which means that the hypothesis in this study is accepted. This states that work safety has a positive influence on employee performance.

Discussion

Based on the analysis that has been presented above, it can be seen that the simple linear regression equation obtained from the calculation of the SPSS version 21.00 program is as follows:

$$Y = 0.668 + 0.636 X$$

Based on the results of the analysis obtained, the simple linear regression equation with the constant value results shows that if the work safety variable (X) has a positive value, it means that if the work safety variable is increased, it will also cause an increase in the performance of employees of the PKP-PK Unit at the Class I Kalimarau Berau Airport Organizer Unit Office.

From the calculation of the correlation coefficient (R) obtained, it shows a relationship between the work safety variable (X) and employee performance (Y). This means that work safety is a factor that influences the performance of employees of the PKP PK Unit at the

Office of the Class I Kalimarau Airport Organizing Unit, Berau.

The coefficient of determination value R Square (R)² obtained indicates that the variable work safety (X) studied has an influence of 80.80%, on the variable of employee performance (Y) and the remaining 19.20% is influenced by other variables not included in this study.

From the results of hypothesis testing with a partial t test, it is intended to determine the influence of each independent variable namely work safety (X) on the dependent variable of employee performance (Y) as follows: The results of hypothesis testing have proven that there is a significant influence between work safety on employee performance. Through the results of the calculations that have been done, the calculated t value is 7.677 with a significance level of $0.000 < 0.05$, thus the hypothesis can be accepted. This result is in accordance with previous research conducted by Indria Al Kautsar on the influence of occupational safety and health on employee performance, which states that occupational safety has a significant influence on employee performance (Study on Permanent Employees in the Production Division of PT. Sejahtera Abadi Malang).

Conclusion

Based on the results of the analysis and discussion, the following conclusions are drawn:

The results of the analysis show that the hypothesis proposed by the study is accepted through the results of the calculations that have been carried out, the t-value is obtained as much as 7.677 with a significance level of $0.000 < 0.05$, thus the hypothesis can be accepted. that work safety has a significant influence on employee performance, meaning that if work safety is improved, it will also increase the performance of employees of the PKP-PK Unit at the Class I Kalimarau Berau Airport Organizer Unit Office.

Suggestions

Based on the conclusions that have been made, the suggestions that can be given in this study are:

1. In improving Employee Performance it is suggested that other aspects need to be improved, for example providing encouragement or Occupational Safety achieving and self-development, rewards for achieving Employees with promotions and of course supervision of Employees. All of that will create excitement and enthusiasm in each Employee.
2. It can be suggested that Occupational Safety for Employees be improved by providing variants in a form that is in accordance with the development of employee ability provision in carrying out their duties, especially related to social security for workers and others.
3. For further research, it is hoped that this research can be developed by

adding other variables that have not been studied.

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