



The influence of occupational safety and health on employee performance through work discipline at pt united tractors site loa janan sanga

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ABSTRACT

This study aims to determine the effect of occupational safety and health on employee performance through work discipline. The type of research used is explanatory research using a quantitative approach. The sample used was 40 respondents who were employees of the mechanic section of the Loa Janan Sanga site using a non-probability sample using the saturated sample technique. The data analysis used is path analysis. The results showed that the Occupational Safety variable had no significant effect on the Work Discipline variable, the Occupational Health variable had a positive and significant effect on the Work Discipline variable, the Work Discipline variable had a positive and significant effect on the Employee Performance variable, the Occupational Safety variable had no significant effect on the Employee Performance variable, the Occupational Health variable has no significant effect on the Employee Performance variable, the Work Safety variable through Work Discipline as an intervening variable has a significant effect on the Employee Performance variable and the Occupational Health variable through Work Discipline as an intervening variable has a significant effect on the Employee Performance variable. Thus, PT United Tractors Site Loa Janan Sanga continues to strive to implement the K3 program properly and supervise employees against the rules and regulations that apply in the Company. This will make employees safe and healthy and continue to maintain work discipline which will avoid the risk of work accidents and create good employee performance.



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INTRODUCTION

The Ministry of Manpower of the Republic of Indonesia requires all companies to implement the K3 program as a form of effort to fulfill the rights of every worker in accordance with Law no. 1 of 1970 concerning work safety in Indonesia which states that "Every worker has the right to protection for his safety in doing work for welfare and increasing national production and

productivity". This law is used as the main rule in K3. Therefore, in implementing K3, it is necessary for the Company to apply the regulations set by the Government.

In general, the success of the Company will be created by paying attention to the condition of its employees as the main asset in a Company. This success was achieved by paying attention to occupational safety and health for employees. Occupational safety and health is one of the company's responsibilities to its employees, because the smooth implementation of employees at work is very dependent on occupational safety and health (Laura DP, & Al Musadieq, 2017). That way, employees need protection and the risk of work accidents to feel safe and comfortable in doing their jobs.

Besides that, work safety also has a close relationship with employee performance. The performance of employees in a company will not be able to produce good quality or quantity if the safety and health of employees are disturbed or not in a safe condition. This will have an impact on the results provided to the Company. According to (Ariyani, 2019) said that a good performance will certainly provide good results for a company, the opposite also applies and good employee performance can have a positive impact on the company as a whole. Therefore, the increase and decrease in employee performance can be measured by the good safety and health of employees in carrying out work to produce maximum quality and quantity of work.

In this regard, employee performance needs to be supported by consistent work discipline carried out by each employee himself. According to (Mangkunegara, 2009) said that work discipline is defined as the implementation of management to reinforce organizational guidelines. Therefore, employees must strive to strengthen work discipline in implementing and complying with all applicable regulations within the Company.

The description above shows that good occupational safety and health will be able to create work discipline in improving employee performance, as from the results of previous research conducted by (Z, 2019), with the title "The Influence of Work Discipline on Employee Performance with Occupational Safety and Health (K3) as an *Intervening Variable*". And the results of this study indicate that occupational safety and health have an influence on work discipline. In addition, work discipline has an influence on employee performance. Based on the results of the two-stage regression analysis, it is known that the variable occupational safety and health can be an intervening variable from work discipline to employee performance. This means that the better occupational health and safety supported by work discipline, the employee's performance will increase.

This research was conducted at PT. United Tractors Site Loa Janan Sanga which is a site office located at km 15, Loa Janan Village and Bantuas Sanga-Sanga Village. PT. United Tractors Site Loa Janan Sanga puts high emphasis on K3 aspects. Thus, employees must always be healthy and safe in carrying out each job so that they can achieve maximum conditions in carrying out work. In addition, the level of work discipline is high to be consistent in implementing all K3 policies. Both from various activities in the K3 program itself that are carried out such as medical checkups, training to health socialization which are always applied. This must be implemented in order to achieve the Company's target every year, namely *Zero Accident* in the *Lost Time Injury* (LTI) rule. This is supported by the Company's memo that all activities in the operating area must comply with the K3 principles of excellence to achieve *zero lost time injury* (LTI) conditions (PT United Tractors Tbk, 2021).

In addition, the implementation of the K3 program carried out on this site is also intended for all employees in each of their respective divisions. As for the routine activities that are always carried out, such as conducting *Safety Talks* every Tuesday at the Loa Janan Site and Friday at the Sanga-Sanga Site. Not only that, daily work *briefings*, the practice of using *Light Fire Extinguishers* (APAR) to the practice of using *Heavy Fire Extinguishers* (APAB) have been running according to applicable policies. Therefore, the *Safety Officer* at this site emphasizes that every employee who

works can be disciplined and consistently apply all the rules in preventing work accidents due to the location of the site which is not so strategic.

However, outside of that there is one finding that is considered unsuccessful in achieving the *zero accident target* or no work accidents where based on the results of interviews and data from the *Safety Officer* the findings of the problem were obtained with details of work accident cases that occurred in January - June 2021, namely from work accident data which occurred from January to June 2021 has indicated that the implementation of work safety has not been fully implemented properly. The data shows that work accidents occurred in April 2021 with the identification of work accidents at a mild level or what can be called the *Minor or Injury level*. One of the causes of this work accident is that employees are not careful when they are at a work location with heavy rain, slippery roads and there are several pieces of embankment at the scene causing the employee to fall. drifted about 15 meters. It is also suspected that employees do not fully use personal protective equipment properly and apply K3 aspects properly.

Based on the investigation report provided by the Company, the employee suffered injuries and injuries which resulted in the employee being unable to work for several days. That way, employees will feel uncomfortable when working so that it will interfere with employee performance due to the work accident. This means that employees cannot work according to the working hours set by the Company. On the other hand, this is also suspected to be related to the lack of application of PPE and work discipline in Standard Operating Procedures (SOP) which must be carried out properly by employees when they are in a location that is not strategic or in bad conditions.

Besides that, the Company's annual target of getting *zero accidents* cannot be fulfilled properly in 2021. This is a loss that is quite influential for the Company because when employees cannot work according to the planned working hours, it will also have an impact on Company achievement targets. In addition, the United Tractors Company prioritizes K3 aspects, including all things that interfere with its main assets, namely employees. Therefore, any work accident at any level will become a problem and a threat that must be immediately prevented by the Company so that work accidents do not occur again. With this also, employees cannot fully carry out their work properly which will interfere with the level of quality and quantity of workers in completing their work. From that, it can be concluded that the work accident that occurred in April is quite a problem that must be given a solution to avoid the risk of another work accident.

Based on the description above, this is the main basis for the reason and interest of researchers in conducting this research so that they can find out how much influence occupational safety and health has on employee performance which will be mediated by the Work Discipline variable. It is hoped that this research can be taken into consideration and input for companies in implementing occupational health and safety programs so that they can more effectively comply with all regulations that have been implemented to achieve common goals and also add insight and knowledge in the field of human resource management which will complement the existing literature in business administration studies.

RESEARCH METHOD

This study aims to determine the effect of occupational safety and health on employee performance through work discipline. In this study the researchers took the entire population of mechanical service employees at PT. United Tractors site Loa Janan Sanga, totaling 40 employees. Determining the number of samples in this study using *non-probability sampling* using saturated *sampling techniques*. According to (Supriyanto, 2013) *non probability Sampling* is a sampling technique that does not provide equal opportunities for each element or member of the population to be selected as a sample. Likewise according to (Supriyanto, 2013) *Saturated sampling* is a sampling technique that is used when all members of the population are sampled. Data collection methods in this study consisted of field research, library research, documentation, and questionnaires using a

Likert scale. Which according to the determination of performance on opinion scores (Sugiyono, 2014), namely:

Table 1. Scale Likert

No.	Respondents Answer	Score
1	Strongly Agree (SS)	5
2	Agree (S)	4
3	Disagree (KS)	3
4	Disagree (TS)	2
5	Strongly Disagree (STS)	1

(Source: Sugiyono 2014)

As for the calculation process in this study using *the statistical package for the social science computer application program* (SPSS 26 for Windows). Data processing was carried out in this study using validity tests, reliability tests, correlation coefficients. The data analysis tool used is path analysis and the effect of mediation uses the Sobel test.

RESULTS AND DISCUSSION

The following is an interpretation of the results from the analysis of the data path processed and analyzed using the SPSS Version 26 application.

1. Structural Equation Analysis
 - a. Sub structure 1

Table 2. Path Analysis Test Results X1 and X2 against Z
(Coefficient of Determination (R^2))

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.865 ^a	.749	.735	2.108

a. Predictors: (Constant), Occupational Health (X2), Occupational Safety (X1)

(Source: SPSS Data Processing Results (Version 26) 2023)

Based on the results of data processing in table 4.35, it can be seen that the *R Square column* has a value of 0.735 or 73.5%. This shows that the level of relationship of the independent variables consists of Work Safety (X1) and Occupational Health (X2) to the *intervening variable*, namely Work Discipline (Z) at PT. United Tractors Site Loa Janan Sanga is 73.5%. While the difference of 26.5% is influenced by variables that are not included in the study.

Table 3. Path Analysis Test Results X1 and X2 Against Z (Simultaneously)

ANOVA ^a						
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	490,344	2	245,172	55,168	.000 ^b
	residual	164,431	37	4,444		
	Total	654,775	39			

a. *Dependent Variable*: Work Discipline (Z)
b. *Predictors*: (Constant), Occupational Health (X2), Occupational Safety (X1)

(Source: SPSS Data Processing Results (Version 26) 2023)

Based on the results of data processing in Table 4.36, the calculated F value is 55.168. Where is the criteria for rejecting H_0 if F_{count} is greater than F_{table} or $F_0 > F_{\alpha, n-3}$ by taking a significance level of 5%, then the value of the F distribution table is = 3.25. Because $55.168 > 3.25$ and Sig. F is 0.000 then H_0 is rejected. This means that it can be concluded that there is a linear

relationship between Occupational Safety (X1) and Occupational Health (X2) and Work Discipline (Z), or it can be interpreted that there is a joint influence between Occupational Safety and Occupational Health on Work Discipline.

Table 4. Path Analysis Test Results X1 and X2 Against Z (Partial)

		Coefficients ^a			t	Sig.
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	std. Error	Betas		
1	(Constant)	4,557	2,181		2089	.044
	Work Safety (X1)	.042	.025	.163	1674	.103
	Occupational Health (X2)	.732	.093	.768	7,899	.000

a. Dependent Variable: Work Discipline (Z)

(Source: SPSS Data Processing Results (Version 26) 2023)

Based on the results of data processing in Table 4.39, the partial path analysis test results obtained are as follows:

- 1) The first β coefficient = 0.163, the value of $t_{is\ obtained}$ of 1.674 by taking a significance level of 5% then the value of $t_{table} = 2.026$. Because $1.674 < 2.026$ then H_0 is accepted or in other words Work Safety (X1) has no effect on Work Discipline (Z) of 0.163.
 - 2) The second coefficient $\beta = 0.768$, the value of $t_{is\ obtained}$ of 7.899 by taking a significance level of 5% then the value of $t_{table} = 2.026$. Because $7.899 > 2.026$ then H_0 is rejected or in other words Occupational Health (X2) has an effect on Work Discipline (Z) of 0.768.
- b. Sub structure 2

Table 5. Path Analysis Test Results X1, X2, and Z against Y (coefficient of Determination (R^2))

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.827 ^a	.685	.658	3,383

a. Predictors: (Constant), Work Discipline (Z), Work Safety (X1), Occupational Health (X2)

(Source: SPSS Data Processing Results (Version 26) 2023)

Based on the results of data processing in Table 4.38, it can be seen that the *R Square column* has a value of 0.685 or 68.5 % . This shows that the level of relationship of the *independent variables* consists of Work Safety (X1) and Occupational Health (X2) to the *intervening variable* , namely Work Discipline (Z) at PT. United Tractors Site Loa Janan Sanga is 68.5%. While the difference of 31.5 % is influenced by variables that are not included in the study.

Table 6. Path Analysis Test Results X1, X2 and Z Against Y (Simultaneous)

ANOVA ^a						
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	893,907	3	297,969	26,037	.000 ^b
	residual	411,993	36	11,444		
	Total	1305,900	39			

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Work Discipline (Z), Work Safety (X1), Occupational Health (X2)

(Source: SPSS Data Processing Results (Version 26) 2023)

Based on the results of data processing in Table 4.39, the calculated F value is 26,037. Where is the criteria for rejecting H_0 if $F_{count\ is}$ greater than F_{table} or $F_0 > F_{a\ 1, n-3}$ by taking a significance level of 5%, then the value of the F distribution table is = 3.25. Because $26.037 > 3.25$ and Sig. F is 0.000 then H_0 is rejected. This means that it can be concluded that there is a linear relationship between Occupational Safety (X1) and Occupational Health (X2) and Work Discipline (Z), or it can be interpreted that there is a joint influence between Occupational Safety and Occupational Health on Work Discipline.

Table 7. Path Analysis Test Results X1, X2 and Z Against Y (Partial)

		Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	2,613	3,701		.706	.485
	Work Safety (X1)	.036	.042	.099	.867	.392
	Occupational Health (X2)	-.034	.244	-.026	-.141	.888
	Work Discipline (Z)	1,114	.264	.789	4,221	.000

a. Dependent Variable: Employee Performance (Y)

(Source: SPSS Data Processing Results (Version 26) 2023)

Based on the results of data processing in Table 4.40, the partial path analysis test results obtained are as follows:

Criteria for rejection of H_0 if t_{count} is greater than t_{table} $t_0 > t_{a, 1.n-3}$.

- 1) The first β coefficient = 0.099, the calculated t value is obtained of 0.867 by taking a significance level of 5% then the value of $t_{table} = 2.026$. Because $0.867 < 2.026$ then H_0 is accepted or in other words Work Safety (X1) has no effect on Employee Performance (Y) of 0.099.
 - 2) The second coefficient $\beta = -0.026$, the value of t is obtained of -0.141 by taking a significance level of 5% then the value of $t_{table} = 2.026$. Because $-0.141 < 2.026$ then H_0 is accepted or in other words Occupational Health (X2) has no effect on Employee Performance (Y) of -0.026.
 - 3) The third coefficient $\beta = 0.789$, the calculated t value is obtained of 4.221 by taking a significance level of 5% then the value of $t_{table} = 2.026$. Because $4.221 > 2.026$ then H_0 is rejected or in other words Work Discipline (Z) affects Employee Performance (Y) of 0.789.
2. Correlation Analysis of X1 and X2

Table 8. Path Analysis Test Results (Correlation of Variables X1 and X2)

		correlations	
		Work Safety (X1)	Occupational Health (X2)
Work Safety (X1)	Pearson Correlation	1	.531 **
	Sig. (2-tailed)		.000
	N	40	40
Occupational Health (X2)	Pearson Correlation	.531 **	1
	Sig. (2-tailed)	.000	
	N	40	40

(Source: SPSS Data Processing Results (Version 26) 2023)

Based on the results of data processing in Table 8. the results of the correlation between Occupational Safety (X1) and Occupational Health (X2) are 0.531 each.

a. Effect of Work Safety (X1) through Work Discipline (Z) as an *intervening variable* on Employee Performance (Y).

1. The Effect of Mediation Using the Sobel Test

$$Sa\ 1b = \sqrt{b^2 Sa^2 + a^2 Sb^2 + Sa^2 Sb^2}$$

$$Sa\ 1b = \sqrt{0,789^2 0,025^2 + 0,163^2 0,093^2 + 0,025^2 0,093^2}$$

$$Sa\ 1b = \sqrt{0,000389 + 0,000229 + 0,000005}$$

$$Sa\ 1b = \sqrt{0,000623}$$

$$Sa\ 1b = 0.0249$$

To be able to test the significance of the indirect effect, the researcher needs to calculate the t value of the coefficient with the following formula :

$$t = \frac{a2b}{Sa2b} = \frac{0,128}{0,0249} = 5,140$$

t value_{count} obtained with an error rate of 0.05 of 2.026. Therefore $t_{\text{count}} 5,140 > t_{\text{table}} 2.026$ so it can be concluded that there is a mediating effect between Work Safety (X1) and Employee Performance (Y) through Work Discipline (Z) as an *intervening variable*.

b. Effect of Occupational Health (X2) through Work Discipline (Z) as an *intervening variable* on Employee Performance (Y).

1. The Effect of Mediation Using the Sobel Test

$$Sa\ 1b = \sqrt{b^2 Sa1^2 + a1^2 Sb^2 + Sa1^2 Sb^2}$$

$$Sa\ 1b = \sqrt{0,789^2 0,093^2 + 0,768^2 0,093^2 + 0,093^2 0,093^2}$$

$$Sa\ 1b = \sqrt{0,005384 + 0,005101 + 0,000074}$$

$$Sa\ 1b = \sqrt{0,010559}$$

$$Sa\ 1b = 0.1027$$

To be able to test the significance of the indirect effect, the researcher needs to calculate the t value of the coefficient with the following formula :

$$t = \frac{a2b}{Sa2b} = \frac{0,605}{0,1027} = 5,890$$

t value_{count} obtained with an error rate of 0.05 of 2.026. Therefore $t_{\text{count}} 5,890 > t_{\text{table}} 2.026$ so it can be concluded that there is a mediating effect between Occupational Health (X2) and Employee Performance (Y) through Work Discipline (Z) as an *intervening variable*.

- Structural Equation

The structural equation describes the causal relationship between the variables studied, which is expressed in the form of a mathematical equation. The following is a structural equation model.

$$\text{Substructure 1 } Z = 0.163X_1 + 0.768X_2 + \varepsilon_1$$

$$\text{Substructure 2 } Y = 0.099X_1 + (-0.026)X_2 + 0.789Z + \varepsilon_2$$

- Model Accuracy

The accuracy of the hypothesis model from the research data is measured from the relationship of the coefficient of determination (R^2) in the two equations of the model results as follows:

$$R^2 \text{ models} = 1 - (1 - R^2_1) (1 - R^2_2)$$

$$= 1 - (1 - 0.749) (1 - 0.685)$$

$$= 1 - (0.251) (0.315)$$

$$= 1 - 0.079$$

$$= 0.921 = 92.1 \%$$

The results of the calculation of the accuracy of the model were 92.1% which explained that the contribution of the model to explain the structural relationships of the four variables studied was 92.1%, while the remaining 7.9% was explained by other variables not included in this study.

a. Effect of Work Safety (X1) on Work Discipline (Z) at PT. United Tractors Site Loa Janan Sanga.

Based on the results of SPSS Version 26 data processing, it proves that work safety (X1) partially does not have a significant effect on Work Discipline (Z). Facts found by researchers in the field after conducting short interviews with several employees of PT. United Tractors Site Loa Janan Sanga, Employees said that Work Safety is able to make good guidelines at work. However, in reality not all employees are able to consistently and comfortably apply good work safety when working as well as using PPE. In this study it is not in accordance with the theory according to (Widyaningrum 2019) What refers to work safety is an effort made to prevent work-related accidents and occupational diseases by identifying things that have the potential to cause work accidents or diseases. And according to (Mangkunegara 2005) *corrective* discipline is an effort to

move employees to unite a rule and direct them to comply with the rules in accordance with the guidelines that apply to the company. The results of this study do not support research from (Setyawati & Soedarmadi, 2021) and (Kadek Faith Yudi Prasetya, Anak Agung Dwi Widyani, 2022) which proves that work safety has a significant influence on work discipline.

b. Effect of Occupational Health (X2) on Work Discipline (Z) at PT. United Tractors Site Loa Janan Sanga

Based on the results of SPSS Version 26 data processing, it proves that occupational health (X2) partially has a significant effect on work discipline (Z). This fact shows that the respondents agreed that the Occupational Health provided by PT. United Tractors Site Loa Janan Sanga is very important to support good work discipline. According to the theory of (Kuswana 2014) occupational health which refers to a condition of a worker who is in good condition limited to physical and mental disorders as a result of the influence of the interaction of work and the environment. And according to theory (Mangkunegara 2015) which says that health risk is a factor in the work environment that works beyond the specified time period. with a healthy body condition it will support a worker to always maintain a disciplined attitude at work

c. Effect of Work Discipline (Z) on Employee Performance (Y) at PT. United Tractors Site Loa Janan Sanga

Based on the results of SPSS Version 26 data processing, it proves that Work Discipline (Z) partially has a significant effect on Employee Performance (Y). In the data that has been collected, the responses of respondents regarding Work Discipline that the majority answered strongly agree on each item of the questionnaire statement. According to theory (Hasibuan 2017) discipline is one's awareness and willingness to obey all company regulations and applicable social norms. And (Mankunegara 2016) who have argued that employee performance is the result of a person's work in quality and quantity that has been achieved by employees in carrying out their duties according to the responsibilities given . As this theory refers to every employee has a responsibility to continue to maintain a disciplined attitude that adheres to the rules set by the Company. The results of this study support research from (Z 2019) which proves that work discipline has a positive and significant effect on employee performance. As for research from (Utamy, Sanosra, and Qomariah 2022) and (Alysia & Nawawi, 2023) and (Ferdinal, 2022) who also stated the same thing that work discipline has a positive and significant effect on employee performance.

d. Effect of Occupational Safety (X1) on Employee Performance (Y) at PT. United Tractors Site Loa Janan Sanga

Based on the results of SPSS Version 26 data processing, it proves that Occupational Safety (X1) partially does not have a significant effect on Employee Performance (Y). Facts found by researchers in the field after conducting short interviews with several employees of PT. United Tractors Site Loa Janan Sanga, the employees said that the Work Safety that had been provided by PT. United Tractors Site Loa Janan Sanga was able to make them comfortable and also safe in carrying out their work. However, it turned out that not all employees implemented OSH properly, especially regarding the completeness of personal protective equipment, namely helmets, shoes and vests. This cannot directly affect employee performance, this matter is quite a problem because work safety needs to be supported by the use of PPE that is complete and used properly by all employees who work so that in the event of a work accident or physical disturbance employees can overcome these problems to avoid them from the risk of work accidents. In this study is not in accordance with the theory (Suma'mur 2005) Defining work safety is an initiative to encourage a calm and safe work environment for those who work for the organization concerned. Dan (Sutrisno 2016) Work performance or achievement is the result of work that has been achieved by a person based on his work behavior in carrying out his work activities. The results of this study

support research from (Amin 2018) which proves that work safety has a positive and insignificant effect on employee performance. As for research from (Adilah and Firdaus 2023) which also stated the same thing that work safety has a positive and not significant effect on employee performance. However, this research is in contrast to research (Risqilah 2019) which states that work safety has a significant and significant effect on employee performance and also from research (Mattajang, Nurwulandari, and Dwi Hardin 2022) , (Anggina Maghfira, 2023) , (Sukatin et al., 2022) and (Djaelani & Darmawan, 2022) said the same thing that work safety has a significant and significant effect on employee performance and proves that better work safety can improve employee performance.

e. Effect of Occupational Health (X2) on Employee Performance (Y) at PT. United Tractors Site Loa Janan Sanga

Based on the results of SPSS Version 26 data processing, it proves that Occupational Health (X2) partially does not have a significant effect on Employee Performance (Y). Facts found by researchers in the field after conducting short interviews with several employees of PT. United Tractors Site Loa Janan Sanga, employees said that Occupational Health is a very important thing to pay attention to because if the body condition is not healthy then employees cannot work optimally which can result in work accidents. However, apart from that, the provision of clean water that has been provided to each work location has a few obstacles in that because the location is far from settlements, the company cannot ensure that each work location gets clean water supply every time. Therefore, this is quite disturbing for the comfort of some employees when they are at the work location because they do not get clean water facilities to the fullest. In this study it is not in accordance with the theory (Ardana 2012) which states that one of the objectives of occupational health is to create a safe, healthy and prosperous work environment free from accidents and occupational diseases. And according to (Kuswana 2014) referring to occupational health is a condition of a worker who is limited from the influence of work and environment interactions. The results of this study support research from (Amin 2018) and (ASTI A. HARIYANTO. BERHAARD TEWAL. YANTJE UHING, 2023) which states that occupational health has no significant effect on employee performance. However, this is different from research conducted by (Z 2019) , (Trias, 2022) and (Rahman, 2022) which states that occupational health can significantly affect employee performance.

f. Effect of Work Safety (X1) with Work Discipline (Z) as an *intervening variable* on Employee Performance (Y) at PT. United Tractors Site Loa Janan Sanga.

The results of the analysis using the Sobel Test show that H_6 is accepted and H_0 is rejected. So it can be concluded that these results prove that the Work Discipline variable is able to mediate the relationship between the Work Safety variable (X1) and Employee Performance (Y). These results are in accordance with the theory according to (Kasmir 2016) The factors that influence work accidents consist of completeness of work equipment, quality of work equipment, employee discipline, leadership firmness, morale, work motivation, supervision and age of work equipment. From these factors it can be seen that by maintaining good work safety and implementing K3 in accordance with good procedures , employees can work by always maintaining discipline at work, this is considered to improve the performance of each employee. The results of this study are in accordance with research from (Rahmansyah et al., 2022) and (Kamalisa Dewi, Karnadi, 2022) which states that work discipline can be a mediating variable on employee performance.

g. Effect of Occupational Health (X2) with Work Discipline (Z) as an *intervening variable* on Employee Performance (Y) at PT. United Tractors Site Loa Janan Sanga.

Based on the results of path analysis to be able to see the results of the mediating influence of the Work Discipline variable (Z) as an intervening variable, the results of the analysis using the Sobel Test show that H_7 is accepted and H_0 is rejected. So it can be concluded that these results

prove that the Work Discipline variable is able to mediate the relationship between the Work Safety variable (X1) and Employee Performance (Y). These results are in accordance with the theory according to (Mangkunegara 2015) which refers that health risks are factors in the work environment that work beyond the specified time period in an environment that can cause stress, emotional or physical disturbance and occupational health must be maintained for every employee, and Employees who work over a period of time can harm both physical and mental health. Thus causing negligence and lack of employee discipline resulting in decreased employee performance. That way, it can be concluded that this occupational health variable has an influence on work discipline which is always maintained and will have an impact on employee performance.

CONCLUSION

Based on the results of research and discussion regarding the Influence of Occupational Safety and Occupational Health on Employee Performance Through Work Discipline at PT. United Tractors (Study on Mechanical Section Employees of PT. United Tractors Site Loa Janan Sanga), it can be concluded that Work Safety has no significant effect on Work Discipline at PT. United Tractors Site Loa Janan Sanga, Occupational Health has a positive and significant effect on Work Discipline at PT. United Tractors Site Loa Janan Sanga, Work Discipline has a positive and significant effect on Employee Performance at PT. United Tractors Site Loa Janan Sanga, Work Safety has no significant effect on Employee Performance at PT. United Tractors Site Loa Janan Sanga, Occupational Health has no significant effect on Employee Performance at PT. United Tractors Site Loa Janan Sanga, Work Discipline is able and able to mediate the influence of the Occupational Safety variable on Employee Performance at PT. United Tractors Site Loa Janan Sanga, and Work Discipline are able and able to mediate the effect of Occupational Health variables on Employee Performance at PT. United Tractors Site Loa Janan Sanga. Due to the limitations of the researcher, it is hoped that future researchers can use other independent variables that are not used in this study in order to be able to provide much better results. And it is hoped that they can use research objects from other companies so that they can help other companies to provide input and the information presented is also more diverse.

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