

**THE INFLUENCE OF THE OCCUPATIONAL SAFETY AND HEALTH (K3)
MANAGEMENT SYSTEM ON EMPLOYEE PERFORMANCE AT
PT UPC. BAYU ENERGY SIDRAP DISTRICT SIDRAP**

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ABSTRACT

This research aims to determine the influence of the Occupational Safety and Health (K3) Management System on Employee Performance at PT.UPC Sidrap Bayu Energi, Sidrap Regency. The population in this study were all employees of PT.UPC Sidrap Bayu Energi, Sidrap Regency, totaling 34 employees. The type of research used is descriptive quantitative. The data sources used are primary data sources, namely information originating from observations and questionnaires. Secondary data sources are data sources obtained from documentation or literature study. The data analysis technique used is Simple Regression Analysis using statistical calculations using the Statistical Package for the Social Science (SPSS) version 26 application. The research results show that the Occupational Safety and Health Management System (K3) (X) has a positive and significant effect on employee performance (Y). the results of this research t value > t table (9,148 > 1.691) and the significant value = 0.00 < 0, 05

Keywords: Occupational Safety and Health Management System, employee performance

INTRODUCTION

Company, must also receive support from its implementers. because improving and evaluating Human resources or workforce is one of the important factors that determines the achievement and performance of a company. If there are problems in the process of managing human resources, it will have an impact on the company. Therefore, companies really need to pay attention to the continuity of human resource processes by maintaining and giving special attention to achieving maximum results in the process of improving employee performance. Employee performance according to Mangkunegara in (Carudin, 2011) is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Every company always hopes to have achievements, because having employees who excel will provide optimal contributions to the company. There are many factors that cause increased employee performance in accordance with company expectations, these factors include creating a conducive work environment, namely the implementation of a health and safety management system (K3) as a process part of the company's overall management system in the context of controlling related risks. with work activities to create a safe, efficient and productive workplace. Human factors are very important and have a very big influence on the success or success of the K3 Management System.

Occupational Safety and Health, hereinafter abbreviated to K3, are all activities to guarantee and protect the safety and health of workers through efforts to prevent work accidents and work-related diseases. Occupational Safety and Health Work Environment, hereinafter referred to as K3 Work Environment, is all activities to guarantee and protect the safety and health of Workers through controlling the Work Environment and implementing Sanitation Hygiene in the Workplace (Permenaker RI No. 5 of 2018).

One of the sectors that must implement K3 well is the power generation sector because this sector has activities with the highest level of risk of work accidents. There are many types of renewal in the generating system, one of which is the Wind Power Plant (PLTB) which also carries the risk of accidents. also quite large for the workers and at UPC Sidrap Bayu Energi based on the registered incident register in 2022 there were 36 Near Misses (Almost Accidents) and in 2023 there were 40 Near miss data from the beginning of January to July, where there was an increase in incident data From this year, based on this, improving employee performance also requires a good K3 management system so that work can run well and safely. Therefore, the K3 Management System requires full support from the company so that a safe and healthy work environment can be created. Designing an K3 Management System, apart from receiving support from the performance has a huge influence on the success or success of the K3 Management System.

RESEARCH METHODS

This research uses an approach using primary data sources. The population in this study were all employees of PT. UPC Sidrap Bayu Energi Sidrap Branch, totaling 35 employees. The technique used in this research uses a questionnaire using a Likert scale. Data analysis methods use descriptive statistics, quality tests, simple linear analysis tests and hypothesis tests. Data analysis using analytical tools consisting of:

1. Descriptive analysis

The validity test aims to measure whether a questionnaire is valid or not. A questionnaire is said to be valid if the questions in the questionnaire are able to reveal something that the questionnaire will measure (Ghozali, 2018).

2. Test data quality

Reliability testing is used to measure a questionnaire which is an indicator of a variable. A questionnaire is said to be reliable or reliable if a person's answers to statements are consistent or stable over time (Ghozali, 2018). To measure reliability, the Cronbach Alpha statistical test is used. The decision making method for reliability testing uses a limit of 0.6, where reliability of less than 0.6 is not good, while 0.7 is acceptable and above 0.8 is good. So, a construct or variable is said to be reliable if it meets the criteria: Cronbach Alpha > 0.60.

3. Simple linear regression analysis

Simple linear regression analysis is a linear relationship between an independent variable and a dependent variable or analysis to determine the relationship between independent variables using a linear scale, but in this research it is only the dependent variable so it is called simple linear regression which uses hypothesis testing which is used in this research There are two types, namely the partial test (t test) and the coefficient of determination test (R^2).

RESULTS AND DISCUSSION

Table 1.
Respondent Characteristics

No	Gender	Frequency Respondent	Frequency %
1	Man	31	91.2%
2	Woman	3	8.8%
	Number of Respondents	34	100%

It can be described that the characteristics of male respondents dominate in analyzing

the influence of occupational safety and health management systems on employee performance, where male gender is at 31 respondents (91.2%) while female gender is at number 3 respondents. (8.8%) or is in the lower position of the male gender.

Table 2.
Validity Test

No	Variable	Statement	r count	r table	Information
1.	Occupational Safety and Health Management System	X1	0.657	0.338	Valid
		X2	0.601	0.338	Valid
		X3	0.481	0.338	Valid
		X4	0.662	0.338	Valid
		X5	0.521	0.338	Valid
		X6	0.393	0.338	Valid
		X7	0.513	0.338	Valid
		X8	0.612	0.338	Valid
		X9	0.429	0.338	Valid
		X10	0.346	0.338	Valid
2	Employee performance	Y1	0.435	0,338	Valid
		Y2	0.718	0,338	Valid
		Y3	0.610	0,338	Valid
		Y4	0.439	0,338	Valid
		Y5	0.431	0,338	Valid
		Y6	0.616	0,338	Valid
		Y7	0.567	0,338	Valid
		Y8	0.718	0,338	Valid
		Y9	0.372	0,338	Valid
		Y10	0.472	0,338	Valid

Thus, the variables (X) Occupational Health and Safety Management System (Y) Employee Performance, after comparing the calculated r and the table r, it is known that all the calculated r values are greater than the table r values, which means that all the questionnaire items are declared valid and can be used as as a data collection tool in the research carried out.

Table 3.
Reliability test

No	Variable	Cronbach Alpha	Standart Realibilitas	Information
1.	X	0,683	0,60	Reliabel
2.	Y	0,713	0,60	Reliabel

From the table above, it is known that the Alpha value of the variable is 0.60. So it can be concluded that the Alpha variable.

Table 4.
Simple Linier Regression

<i>Model</i>		<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	<i>t</i>	<i>Sig.</i>
		<i>B</i>	<i>Std. Error</i>	<i>Beta</i>		
1	(Constant)	6.012	3.385		1.776	.085
	Occupational Safety and Health Management System	.838	.092	.851	9.148	.000

It is known that a constant of 6,012 indicates that if the Occupational Safety and Health Management System variable is zero or fixed, it will increase employee performance by 6,012 units. If the Occupational Safety and Health Management System variable increases by 1 (one) unit, employee performance will increase by 0.838 units. As for the Partial Test (t), which is a significant test of the Occupational Health and Safety Management System variable on Employee Performance, the result obtained is value = 0.000, which is smaller than the standard value of 0.05 and the calculated t value = 9,148, while the t table value is 1,691, from this result It can be assumed that the Occupational Health and Safety Management System variable has a positive and significant effect on employee performance.

Table 5.
Coefficient of Determination Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.851 ^a	.723	.715	1.28404

Based on the provisions on whether the influence is strong or not, explained in the previous section, it can be explained as follows The R value in table 4.10 is 0.851 which shows that there is a very strong relationship between the Occupational Safety and Health Management System variable (X) and Employee Performance (Y).

CONCLUSION

Based on indicator testing using validity tests and reliability tests on respondents' answers, the results show that online presence with indicators (Practical, efficient, transparency, high level of security) has a positive and significant effect on the intensity of employee discipline with indicators (Presence at work, obedience to work regulations, adherence to work standards, high level of vigilance, and working ethically). This is proven by the results of the t test which found that t count > t table (4,163 > 1,690). Statistically it is significant.

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