



The Urgency of Implementing OHS to Minimise Workplace Accident Risks and Enhance Employee Performance.

Alifia Rahmadurin¹, Dhiyan Septa Wihara²

^{1,2} Management Study Program, Faculty of Economics and Business, University of Nisantara PGRI Kediri, Kediri, Indonesia.

INFO ARTIKEL

Abstract

Keywords:

Work environment, Social security, Occupational Safety and Health (K3), Employee performance, PT. Mitra Sukses Sejahtera

This study aims to analyse the effect of the implementation of the work environment, social security and occupational safety and health (K3) programs on employee performance. This research method uses a quantitative approach with survey techniques. The instrument in this study was a questionnaire and the data analysis technique used multiple linear regression. This research was conducted at PT Sukses Mitra Sejahtera, a company engaged in manufacturing in the province of East Java with 3 branches namely Kediri, Malang and Surabaya. The research sample was 50 employees who worked in the production department at PT. Sukses Mitra Sejahtera. Samples were taken with simple random sampling technique. The research instrument is a questionnaire. The data will be analysed by classical assumption test, data normality test, multicorrelation test and heteroscedasticity test with Statistical Product and Service Solutions (SPSS) software version 23. The results showed that the work environment and the application of K3 or OHS (occupational safety and health) had a significant effect on employee performance. While social security has no significant effect on employee performance. Therefore, it is important for every company to implement OHS to minimise work risks and in the long run can improve employee performance.

✉ Authors

(*) Corresponden Author

Email:

alifiamaduri15@gmail.com¹, dhiyansept@unpkediri.ac.id²

E-ISSN: 3026-0965

DOI :

Introduction

In the industrial world that is again growing rapidly and expanding. At this time in 2023, all companies must feel the inflation of rising prices of goods in every production, therefore companies need to pay attention to marketing strategies. In terms of marketing, companies must pay attention to the performance of their employees to increase their enthusiasm for work, which can have an impact on the

work environment, social security, and K3 safety and health. Human resources (HR) are an important part of the success of an organization. An organization is a collection of people who work together to achieve a common goal, and it is impossible to achieve that goal independently (Wijaya, 2017). The purpose of organizing is to educate individuals to work together effectively and take action in every activity involved in a company. A company is established or established to achieve a certain goal, which is to get the profit that has been set and get the most profit (Anita et al., 2020). The success of the company depends on quality human resources (HR). To achieve organizational success, the company's vision and mission must be achieved. One step that can be taken to improve the quality of performance of all employees is to encourage the expansion of communication relationships, also known as HR (Human Relations).

According to (Apridawati et al., 2020) Good human relations will motivate organizational members to develop effective teamwork to meet employee needs and achieve organizational goals. Employee relations involve contributing to productivity, motivation, morale, and work discipline (Nadapdap, 2017), which will ultimately improve overall employee performance. In addition, it is possible that HR can produce optimal output if they actively participate in carrying out the activities of the company. Therefore, the performance of employees is determined not only by their personal abilities, but also by good management and support of the company. Planning and developing employee performance is a way for businesses to improve the quality of human resources (HR). Business performance is critical to increasing its value, and if businesses perform well, they will earn more money. A company is said to be good if it generates a stable annual profit and there are no conflicts in it (Anita et al., 2020). In a business context, human resources (HR) are expected to have the ability to create and develop employee performance in their workplace. Everything that is around a worker while they are working and can affect him and their work during working hours is known as the work environment (Khaeruman, 2021).

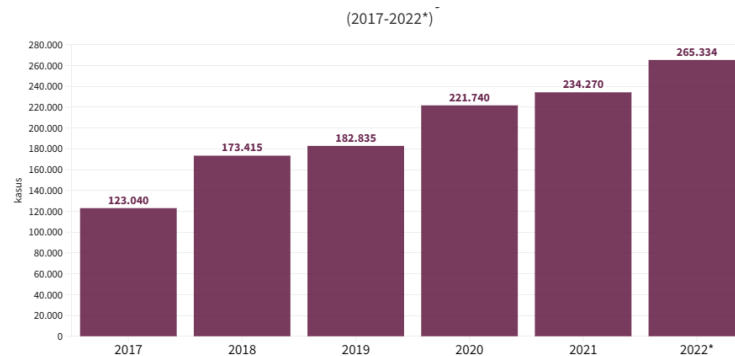
An employee can experience a negative impact on their performance at work if they lack the motivation to move forward and show a bad attitude. A good work environment is an important factor in achieving employee performance and needs to be considered, especially in the division of production, maintenance, log yards purchasing and so on. The Work Environment that employees perform but also form contributes to increased organizational effectiveness as well as reduced company costs. However, unfortunately in the production division, the working environment conditions have not supported employees to work comfortably. Some problems occur there. First, there is a difference in air temperature in some parts of the room due to the lack of adequate temperature regulation. Air temperature or temperature must be considered carefully because it can affect the body temperature of employees who are working. Employees can really feel the difference between hot and cold weather in their workplace. Secondly, some areas have an unpleasant odor. Polluted air can harm the personal health of employees. To improve employee performance, in the work environment, companies need to address such as improving lighting and air cleanliness. In addition, companies should consider social security so that employees have a better working environment. One of the best ways to achieve the company's vision and mission is to motivate employees. Such as social security factors or performance benefits that can encourage employees. Social security protects you from lost interest income, greater expenses due to illness, accident, old age, death, or other social risks (Erni Yusnita Sari et al., 2022). Here, benefits are incentives given to employees in return for the work they do. This incentive is given as a way to reward employee efforts. The benefit program is not

only intended as a reward for employee dedication to the company through benefits, so that every employee realizes that high morale not only benefits the company, but also benefits themselves.

That makes social security essential to protect people from partial or complete loss of income and increased expenses due to illness, accidents, retirement, death, or other expenses. Another factor that can affect employee performance is occupational safety and health (K3). Maintaining occupational safety and health (K3) in the workplace is essential to prevent work-related injuries, accidents, and illnesses. The risk of workplace accidents can increase due to things like lack of training and socialization programs in the workplace, unsafe work environments, and non-compliance with safety procedures. Supervision, enforcement of rules and a good safety culture are needed to mitigate such risks. Companies need to provide adequate K3 programs and training to employees, ensure equipment and work environments are safe, and build a culture where safety comes first. Production and employee welfare will improve if occupational accidents and diseases are prevented. It will also lower costs related to work accidents. Scientific studies on occupational safety and hygiene (K3) are ongoing. Occupational safety and hygiene (K3) experts must understand K3 and respect K3, as well as how to solve problems, manage hazardous risks, and understand every work process and hazardous risks to create a safe and healthy work environment (Susanti & Sugianto, 2019).

According to (li et al., 2019) concluded that human resource management is the work done to achieve the goals of an organization or institution in an effective and efficient manner. One important element in the efforts of a company or agency to achieve its goals is performance. Employees who have good performance will enable the company or agency to achieve its goals. In fact, operational efficiency determines the success and survival of an enterprise (Khaeruman, 2021). Since each theory has its importance and relevance in a particular context, employee performance can be understood as the level of success achieved by an employee in achieving company goals in an efficient and timely manner around the world (Farahdiba, 2020). One of the responsibilities of the state is to maintain the socio-economic condition of the community through social security programs (Karyadi, 2023). The government has enacted Law No. 24 of 2011 concerning the Social Security Organizing Agency, as amended by Law No. 11 of 2020 concerning Job Creation to protect workers in Indonesia. This law regulates BPJS Kesehatan and BPJS Employment facilities.

As a government program, BPJS Ketenagakerjaan provides socio-economic protection to its workers with insurance programs such as Work Accident Insurance (JKK), Death Insurance (JKM), Old Age Insurance, and Job Loss Insurance (*BPJS Ketenagakerjaan*, 2023). Deep (Undang Undang Republik Indonesia Nomor 11 Tahun 2020 Tentang Cipta Kerja, 2020) In job copyright, BPJS Ketenagakerjaan offers five guarantee programs; Work Accident Insurance (JKK), Death Insurance (JKM), Old Age Insurance, Pension Insurance, and Job Loss Insurance. To ensure the health and safety of Indonesian workers, the government issued Law No. 24 of 2011 concerning the Social Security Organizing Agency, as amended by Law No. 11 of 2020 concerning Job Creation. The number of work accidents that occur in Indonesia is depicted in the following figure:



Picture 1. Number of Work Accidents in Indonesia
Source: Pratiwi (2023)

Picture 1. From the BPJS Employment search data above, it shows how many work accidents occur in Indonesia with the keywords used. It should be noted that there is no recognized theory of employee performance as having a significant role in causing workplace accidents. Therefore, the best way to avoid workplace accidents is to avoid unsafe behavior. Human behavior factors play an important role in preventing workplace accidents (Khadafi et al., 2023). By (ILO, 2018) states that out of every 100 accidents, 88% are caused by unsafe human actions (unsafe actions), 10% are caused by unsafe working conditions (unsafe conditions) and 2% are caused by other unknown factors. From January to November 2022, the number of work accidents in Indonesia increased by 13.26% from 234,270 cases in 2021, reaching 265,334 cases, according to BPJS Employment data (Pratiwi, 2023).

Based on 2020 to 2021, there was an increase from 12 to 10 cases of work accidents, where 2 people fell and 5 people were hit by sharp objects. However, in 2022, the number of work accidents dropped to 7 cases, with 2 people falling and 5 people being hit by sharp objects. (PT Sukses Mitra Sejahtera, 2023). Based on an initial survey on occupational safety and health that the authors conducted on September 18, 2023 among five employees, they learned that there are risks and hazards that may occur in their workplaces. However, they are not aware of the possibility of work accidents. There is a tendency to ignore the risk of workplace accidents due to the low impact of employee behavior. This article discusses how employees in PT. Sukses Mitra Sejahtera involved in the K3 program and discussing social security. In addition, researchers will take a closer look at how employees engage aspects such as welfare benefits, job security and other elements related to social security in the workplace environment (Wihara Dhiyan Septa et al., 2018)

RESEARCH METHODS

This study used a quantitative approach combined with survey methods. This research was conducted at PT. Sukses Mitra Sejahtera which is the subject of research which has branches in Kediri, Malang and Surabaya. Researchers designed a questionnaire instrument that was distributed to 603 company workers at PT. Success Mitra Sejahtera. The study's population focus consisted of 603 employees, but the researchers chose 152 employees because the researchers only wanted to analyze the B-shift production division as the main population in this article. In the analysis of this study, the sample consisted of 50 employees of PT. Sukses Mitra Sejahtera in the Kediri branch, who were selected based on consideration of geographical limitations of research only in the Kediri area. This sampling of 50 people was selected with certain considerations, according to

(Sugiyono, 2019) Sample in terms of population numbers and characteristics; Sample measurements are carried out statistically or based on research estimates to determine the number of samples needed for a particular study. On the other hand, the minimum sample size for quantitative research is 30 respondents (Kerlinger, 2000) In quantitative research, the minimum number of samples is 30 people (Hofstede Geert, 2015) recommend at least 50 people as the ideal number of samples to calculate cultural value (www.geerthofstede.nl).

However, Representative factors are very important in research, in addition to the number of samples. (Sugiyono, 2019) That the representativeness of a population sample is a generalizing domain consisting of subjects or objects that the researcher chooses to study and then comes to a conclusion. Therefore, even though the number of samples taken is relatively small (50 people), it is important to ensure that the samples represent PT Sukses Mitra Sejahtera employees accurately. Thus, even though the sample size is limited, the accuracy and relevance of research results can be well maintained. In addition, researchers have geographical limitations in research that is only in the Kediri region. Although the number of samples is limited, this study is expected to provide useful insights into the urgency of implementing K3 to minimize the risk of work accidents and improve employee performance at the PT Sukses Mitra Sejahtera branch in Kediri.

The questionnaire dissemination process was carried out once, the first time on September 18, 2023, to take a persuasive approach with interviews with 5 employees. Another goal is to build closeness so that later it will facilitate data mining. The questionnaire will be distributed on October 5, 2023. The snowball dissemination technique is by researchers visiting the HRD and GA (Human Resource and General Affairs) sections who then leave questionnaires to be distributed to employees later. Then after 1 week the researcher again came to take the results of the questionnaire that had been filled out. In the first stage, respondents' answers are compiled into an Excel file and then processed using a program known as SPSS (Solutions for Statistical Products and Services). In the second step, data from respondents are studied and tested for validity and reliability. Then a classical assumption test was carried out, which included a data normality test, a multicollinearity test and a heteroskedasticity test. Multiple linear regression analysis is the next stage, which is to determine the level of significance or influence of the dependent variable assessed by t and F tests. Employee performance is the dependent variable of this study, and the work environment, social security, and implementation of occupational safety and health (OHS or K3) programs are independent variables.

RESULT

In this study, the sample used from employee questionnaire data related to the condition of PT. Success Mitra Sejahtera. Correlational research examines how one or more variables interact with each other to discover how other variables change (Sugiyono, 2019). The results of the characteristics of respondents of this study were calculated using a sample of employees of PT. Sukses Mitra Sejahtera HT (Fixed Daily) employees as many as 50 respondents of production employees with a population of 154 shift B production employees. This secondary data includes the characteristics of respondents relevant to the research, which will then be used to analyze the relationship between variables. The following is an overview of research samples on employees PT. Sukses Mitra Sejahtera.

Table 1. Characteristics of respondents

Division Section	Education	Sum	Percentage
Press drayer	SMP	1	18%
	SMA/SMK	8	
Rotary 5 fit	SMP	2	16%
	SMA/SMK	6	
Rotary 9 fit	SMP	-	12%
	SMA/SMK	6	
Setting core	SMP	2	12%
	SMA/SMK	3	
Finishing	SMP	1	10%
	SMA/SMK	4	
Produksi	SMP	-	6%
	SMA/SMK	3	
Hot press	SMP	-	6%
	SMA/SMK	3	
Pairing	SMP	-	4%
	SMA/SMK	2	
Press join	SMP	-	4%
	SMA/SMK	2	
Inspection	SMP	1	4%
	SMA/SMK	1	
Repair	SMP	-	4%
	SMA/SMK	2	
Assembly	SMP	-	2%
	SMA/SMK	1	
G. Spreader	SMP	-	2%
	SMA/SMK	1	
Forklit	SMP	-	2%
	SMA/SMK	1	
Sum		50	100%

Source: Secondary data processed by researchers (2023)

Table 1. Describe employee responses in filling out questionnaires that are part of the research sample. In the organizational structure of the company, there are various divisional sections with diverse employee education characteristics. Data shows that most employees (18%) in the Press drayer have a high school /vocational education background, while the Rotary 5 fit sector is dominated by highschool / vocational employees (16%). The Rotary 9 section has 12% employees with a high school education. In the Core setting section, 12% of employees have a high school / vocational education, while in the Finishing section, the majority (10%) have a high school / vocational education background. The Production, Hot press, Pairing, Press join, and Repair departments consist entirely of SMA/SMK employees, with inspections divided equally between junior high and high school / vocational education backgrounds. In addition, the Assembly, G. Spreader, and Forklit departments each have one employee with a high school / vocational education. With a total of 50 employees, this distribution of education reflects the diversity of educational backgrounds within the organization, by creating an inclusive and diverse work environment.

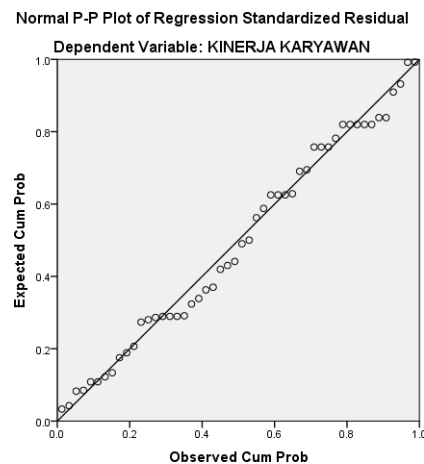
Based on these data, regarding the criteria for respondents, the company's production division is dominated by the size of high school / vocational education. This helps the process of processing finished goods and helps the company carry out its strategy to achieve the company's vision and mission. PT. Sukses Mitra Sejahtera. In this case, the criteria of a respondent have been appropriate from the

research objectives related to relevant research information sources. As a result, the study is valid and accurate. Generally, these characteristics are viewed from a demographic perspective, such as job position (betykristianto, 2022). The data obtained in this study will be analyzed using data analysis through SPSS software version 23, as described below:

1. Classical Assumption Test

a. Normality Test

The normality test is used to find out whether the distribution of data on the independent variable and the dependent variable is normal or almost normal. If the data distribution is normal or almost normal, the quality of the regression model is considered good; if the distribution of data is close to the diagonal line and follows the pattern, then the regression model satisfies the assumption of normality; If the data distribution is scattered from diagonal lines and not following the pattern, the regression model satisfies the assumption of normality.



Picture 2. Classical assumption test
Source: Secondary data processed by researchers (2023)

The figure above shows that the points spread around the diagonal line and move along the diagonal line, so the regression model can be used to predict the performance of PT employees. Success Mitra Sejahtera. The input of each of its independent variables is used to make this prediction.

b. Multicholinerity test

According to Ghozali quoted (Dora, 2022), To find out if there is a correlation between independent or independent variables in a regression model, a multicollinearity test is used. In a good regression model, there is no correlation between independent variables, but in an effective regression model, there is no multicollinearity. Variable inflation factors (VIF) and tolerance are used to determine if there is a correlation between independent variables. If the VIF value is less than 10 and the tolerance value is less than 1, then the data does not indicate a multicollinearity problem. The results of the multicholinerity test can be seen below here:

Table 2. Result - Multicholinerity test

Type	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Work Environment	.201	4.987
Social Security	.151	6.611
Program K3	.118	8.465

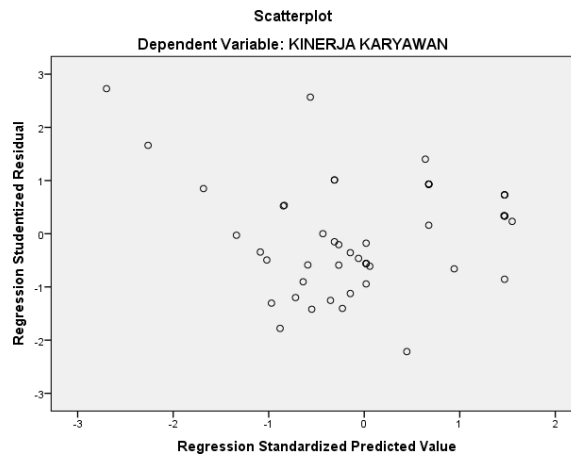
a. Dependent Variable: Employee Performance

Source: SPSS 23 (2023)

Based on the table above all the independent variables studied are not interrelated or (non multicollinearity), as shown by the VIF value of the three independent variables less than 10, so the context of this study, gives confidence that the regression results obtained are reliable and accurate results.

c. Heteroscedasticity Test

The heteroscedasticity test on the regression model shows whether or not heteroscedasticity is present. A good regression model shows whether or not heteroscedasticity exists. The way to find out is to use a scatterplot chart. The presence of heteroscedasticity is identified when the dots that appear form a certain pattern or image. No heteroscedasticity occurs if the points that appear are scattered on the Y-axis between 0 and above (Dora, 2022). The results of the heteroscedasticity test of this study are as follows:



Picture 3. Heteroscedasticity Test

Source: Secondary data processed by researchers (2023)

Based on the analysis presented proved that there is no evidence of heteroscedasticity in this model. Therefore, the assumption of homoscedasticity, which demands uniformity of residual variability, is satisfied in this situation.

2. Coefficient of Determination (R^2)

In this study, the coefficient of determination is a statistical measure that shows how well the regression model used explains the variation of the dependent variable. The value of the coefficient of determination ranges between 0 and 1; The higher the value, the better the model explains the variation of the dependent

variable. Therefore, to determine the effect of the independent variables Work Environment (X1), Social Security (X2), and K3 Program (X3) on the dependent bar of Employee Performance (Y), this study used linear regression analysis with test F. The coefficient of determination for each independent variable is shown below.

Table 3. Result - Coefficient of Determination

Type	R	R Square	Adjusted R Square
1	.785 ^a	.616	.591

a. Predictors: (Constant), K3 Program, Work Environment, Social Security
b. Dependent Variable: Employee Performance

Source: SPSS 23 (2023)

The results of the analysis showed that the regression model used was good enough to explain the relationship between the independent variable (K3 program, work environment, and social security) and the dependent variable (employee performance). With a coefficient of determination (R Square) of 0.616, these variables can account for about 61.6% of employee performance variability. An adjusted R Square value of 0.591 indicates that, after adjusting for the number of predictor variables used, the model can account for about 59.1% of employee performance variability. In addition, these results show that K3 programs, work environment, and social security have a significant influence on employee performance. However, unexplained variability accounts for about 38.4% of that variability.

3. Multiple regression analysis results

Multiple linear regression analysis is used to determine whether two or more variables X affect variable Y. The effect of several independent variables, namely work environment (X1), social security (X2), and K3 program (X3) on the bar is bound, namely employee performance (Y). In this study, the F test was used to test the hypotheses mentioned above. Employee performance is a dependent variable in this study work environment, social security, and occupational safety and health (K3) programs are independent variables.

a. Partial test results (Test t)

The results of partial testing with the t test show that the K3 program, work environment, and social security greatly affect employee performance. The t-test values for each variable are calculated with a significance level of 0.05 or 5%. indicates that there is a significant difference between the population mean and the sample mean (Rahmadurin et al., 2023). It shows the contribution of each variable to the regression model. Therefore, it can be concluded that in the context of this analysis, each of those variables has a fairly strong and reliable effect on employee performance partially.

Table 4. Result - Partial test results

Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	14.689	2.624		5.599	.000
Work Environment	.537	.195	.562	2.754	.008
Social Security	-.258	.167	-.362	-1.541	.130
Program K3	.391	.182	.571	2.151	.037

Source: SPSS 23 (2023)

In these results, researchers assessed the influence of the independent variable on the dependent variable by looking at the partial test results from data from SPSS version 23 (in 2023). Results show that the workplace has a significant influence on the dependent variable; An increase of one unit at work correlates with an increase of 0.537 units in the dependent variable. The K3 Program also had a significant influence on the dependent variable, with a one-unit increase in the K3 Program correlated with an increase of 0.05 significance levels, The results showed that Social Security did not significantly affect the dependent variable. These findings help us understand more about the components that contribute to the dependent variable and can be used as a basis for further policies or decisions in the context of this study. However, keep in mind that this analysis is contextual and the results may differ from changes in variables or analysis methods used.

- b. Hasil pengujian secara simultan (Uji F)
 Dalam analisis statistik, uji F, atau pengujian yang dilakukan secara Together, it was used to determine whether there were significant differences among two or more treatment groups studied. The F test tests the null hypothesis, which shows that there is no significant difference among the dependent variables studied in the study, and the results provide important information about whether at least one of those variables has a significant impact, hence this suggests that at least one treatment group had a statistically different impact on the observed variables. As a result, the results of these simultaneous tests provide a solid basis for making conclusions about the differences that exist among treatment groups.

Table 5. Result - Hasil Uji F

ANOVA ^a						
Type		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	514.067	3	171.356	24.638	.000 ^b
	Residual	319.933	46	6.955		
	Total	834.000	49			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), K3 Program, Work Environment, Social Security

Source: SPSS 23 (2023)

Hasil perhitungan yang dilakukan menggunakan SPSS untuk Windows versi 23 indicates that H0 is not accepted and Ha is accepted, because the significant value of the F test for the variables work environment, social security, and K3 program is 0.05. This joint test shows that the performance of PT. Sukses Mitra Sejahtera is influenced by the work environment, social security, and OHS or K3 programs. In addition, the results of the F test showed that the regression model used as a whole had a significant influence on employee performance (F = 24.638, p < 0.001). This suggests that the predictor variables of K3 Program, Work Environment, and Social Security as a whole affect employee performance. In addition, the total rectangle for regression (514,067) was much larger than the total residual rectangle (319,933), indicating that the predictor variable, with a significance value of 0.000 and a p-value of 0.050, was responsible for a significant difference in employee performance.

DISCUSSION

Based on the results of the study, we found that there is a correlation between indicators of the work environment, social security and occupational safety and health (K3) with the performance of PT. Sukses Mitra Sejahtera employees. This research has the view that how important the work environment is in a dynamic company. The company is not just a workplace provider, but an ecosystem where employee success and satisfaction are closely linked to the working conditions created by management. Using quantitative methods, researchers investigate how factors in the work environment, such as superior support, teamwork, and open communication affect employee performance. Researchers found that when employees feel supported and valued, their morale increases, creating an environment that supports growth and achievement. With this, the work environment in PT. Sukses Mitra Sejahtera in line with research (Jayaputra, Komang et al., 2020) by finding that the work environment affects employee performance; However, the results of this study are no different from the results of previous studies, which showed that the work environment did not significantly affect employee performance (Pramestya et al., 2023). Therefore, this study is more than a set of numerical data, but rather a reflection of company values that prioritize employee well-being. Not only that, researchers provide an understanding of the work environment in this company, but also become the basis for the company's efforts in creating a supportive, inspiring and high-quality work atmosphere for every employee.

Although viewed from the side of a significant work environment, social security Although the Social Security variable has a negative coefficient (-0.362) The effect is not significant at the level of significance, according to the results of the t test 0.05 ($p = 0.130 > 0.05$). So this researcher assumes that many companies offer social security to employees. However, this researcher revealed that PT. Sukses Mitra Sejahtera, Social security has no significant impact on performance. This research provides in-depth questions about the effectiveness of social security programs in supporting employee productivity. In this journal, researchers have studied the complex factors surrounding social security dynamics and provided new insights on how to optimize employee incentive policies. This research will improve understanding of previous research findings that support the idea that social security research results have a significant impact on employee performance and job satisfaction as intervening variables (Dewi et al., 2022). However, on the other hand, this study is in line with the results of the study (Dianty dwi, 2021) the effect of incentives, work environment, and social security on the daily performance of PT. Wings Surya is the soap powder division of Driyorejo-Gresik, which found that social security did not significantly affect employee performance. Here the authors can conclude there are differences in results with research and show the complexity of the relationship between social security and employee performance, which can be influenced by contextual factors and variations in industry and organizations (Wihara et al., 2023) In addition, research suggests that it is possible that enthusiasm for work is associated with social security. Although social security is considered important in the workplace, employee jealousy seems to be influenced more by other factors. This suggests that in a business environment, social security elements may not be a major driver or inhibitor of performance.

In the study of the Occupational Safety and Health (OHS or K3) program, researchers found that the implementation of the K3 program had a significant impact on employee performance at PT. Sukses Mitra Sejahtera. According to (Azmi & Nugroho, 2022) found that occupational safety and health (OHS or K3) has a major impact on improving the performance of PT. Bank Sumut Tebing Tinggi Branch.

However, another study found that the impact of K3 (Occupational Safety and Health) was not significant on the performance of subcontractor workers. This fact shows that creating a safe and healthy work environment can improve performance, productivity and employee satisfaction. They also have the ability to meet regulatory requirements. The results of this research and the implementation of an effective Occupational Safety and Health (OHS or K3) program improve employee performance. This researcher provides advice for the management of PT. Sukses Mitra Sejahtera to pay more attention and improve a positive work environment and run the K3 program more effectively. This is in line with the results of other studies (Deviana Suri, 2023) Therefore, with the Management of PT. Sukses Mitra Sejahtera should continue and strengthen the implementation of the K3 program, as well as ensure employees are actively involved in this initiative.

CONCLUSION

Researchers found that a positive work environment and the implementation of the Occupational Safety and Health (OHS or K3) program greatly affect employee performance in the workplace environment of PT. Sukses Mitra Sejahtera. Although social security is important for the well-being of employees. In addition, the study suggests that it is not necessarily associated with improved performance. This emphasizes the need to tailor social security policies to the individual needs of employees. The practical implication of this research is the importance of a continuous focus on a positive work environment and strengthening K3 programs. However, it is important to note that social security policies should also be tailored to employee preferences for sustainability and effectiveness.

Theoretically, these results encourage a better understanding of the complexity of the relationship between the work environment, social security, and employee performance in a given industry. However, the study had limitations, including data limitations and a single corporate context. Therefore, future research may broaden the scope of the sample and involve a more in-depth qualitative approach to derive more detailed insights. Longitudinal studies can also improve understanding of the dynamics of these relationships over time.

As a suggestion for future research, it is advisable to involve a more in-depth qualitative approach to understand the views and experiences of employees in more detail. Longitudinal studies can also be performed to track changes in those factors over time, providing a better understanding of the dynamics of the relationship between work environment, social security, and employee performance. By doing so, future research can make a richer and deeper contribution to our understanding of the factors that affect employee productivity and well-being in the work environment.

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