


The Influence Of Occupational Health Safety and Environment Work To Performance Employee

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ABSTRACT

Research previous or research Which relevant very important in something research or articlescientific. Previous research or relevant research serves to strengthen theory and the phenomenon of the relationship or influence between variables. Method of writing this scientific article using a Systematic Literature Review from research published in journals published on Google Scholar and Sprott. The purpose of this article is to find out influence or relationship between Occupational Health and Safety variables and the Environment work on Performance variables Employee. Results from library research this is: health and safety work influential positive to performance employee, environment work to performance employee, burden work influential positive to employee performance, influential negative.

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INTRODUCTION

Business requires many types of resources such as capital and materials for operate his business. Company Also need source Power man that is employee. Human resources are one of the most important factors in a business organization or business along with other factors such as assets and capital. ThereforeTherefore, human resources must be managed well to increase effectiveness andefficiency organization.

Wrong One function something company known with term management source Power man. Personnel performance is an important thing in personnel management company. One of the key elements that determines whether a company's performance is good or not company is source Power man (HR) Which There is in in company That Alone. How do human resources (employees) work and what are they? have quality And Skills Which Good For operate his task on areas necessary to achieve company goals? In operations processing, the role of personnel as managers of the production process is of course very important. , because production tools will not function without the support and presence of resources man. Personnel is one factor that plays a big role in company. Every company Certain want performance Which optimal with expect good performance from its employees. As we know, performance employee will increase when needed every employee fulfilled.

In matter This company must Keep going push employee performance so that objectivewhich is expected to be achieved. The company's human resources (HR) must be managed professionally to create a balance between employee needs and need And ability organization business. Balance This is key most importantly for development company Which productive And fair (Mangkunegara, 2009). In this case, employees are an important resource must be protected by the company. Therefore, companies that move primarily on sector commercial And depend on level performance employee his company must able to optimize employee performance. One of the influencing factors success something organization is performance employee.

According to Mangkunegara in Carudi (2011), employee performance is the result of work in terms of quality and quantity achieved by employees in carrying out their duties accordingly with the responsibilities given to him. Every company always hopes For reach performance Because employee Which great give contribution Which maximumfor the company. Apart from superior employees, companies can also improve performance company. If human company that is para employee Work in a way efficient socompany Also will Keep going Work in a way efficient. With say other continuity The company is determined by the performance of its employees. Safety and protection factors Work is one of the factors that influences employee performance. If employees feel safe And comfortable Because feel get protection Which Good from company, then the employee will also work calmly and carry out his work with Good.

According to Mangkunegara (2009), work safety is the protection of workers to injury consequence accident Work. Danger safety is things Which relate with environment Work Which can give rise to fire, Afraid stung electricity, bruises, sprained, broken bone, lost equipment body, vision, hearing. Health Work is business And rules For maintain physical, spiritual, or social conditions in perfect condition from events incident or circumstances Which endanger health and moral, so that somebody can Work in a way optimal. According to Suma'mur (2009), health Work isknowledge about health And its implementation which aim

For create power Work Which Healthy, productive, with balance Which stable between capacity Work, burden Work and conditions work environment. , and protected from disease Which caused by work and work environment. Occupational therapy is medical in nature and targets energy Work (employee), besides factor motivation work, environment Work Where employee the work is not that important to improve the employee's performance. Environment Work Which in accordance can support implementation Work so that employee feel enthusiastic about working and improving employee performance, while the environment Work Which No in accordance can give rise to inconvenience on employee in operate task.

According to Darvis (in Ekaningsih, 2012), environment Work in something Organizations have important meaning for the people who work in them, because The environment directly or indirectly influences people what's in it. There are three reasons for this: there is evidence that the task will resolved better if the organizational work environment is good, there is evidence that manager can influence environment Work organization or units Work Which led, the suitability of the individual, and the organization play a big role. role. important role in achieving individual achievement and satisfaction in the organization. Sedarmayanti (2009) state that in a way general type environment Work divided become two part, iework environment physique, namely all the physical conditions around the place Work which can influence employee Good in a way direct nor No direct. Whereas The non-physical work environment is all conditions related to work relations with superiors or relationships with coworkers. To maintain good working relationships Good with person other, You need to arrange time, know position You, understand the impact your words or actions have on others. Generally employees too must Work with O'clock Work Which very short And No submit on work Which given by his superior. Companies need to pay more attention to the decline in employee performance this and fix it immediately. Because it will have a bad impact on the company if not repaired immediately. This shows that there is still a lot that needs to be improved production can reach objective Which has set company.

Working environment conditions said to be good or suitable if somebody can carry out their activities optimally, healthily, safely and comfortably. The result of conformity environment Work can seen in period long. According to Sunyoto (2012), environment Work is a very important part of carrying out an employee's duties. By paying attention to a good working environment or creating good working conditions can motivating Work so will influence Spirit or Spirit employee.

According to (Gibson and Ivancevich, 2012), load work is pressure as non-adaptive responses, influenced by individual differences or processes psychological, that is consequence from every activity external (ie environment, situation and events that cause many psychological problems). or physical). demands) to person other. Burden Work is something matter Which influence employee in Work. The workload takes the form of physical and mental stress. If physical activity takes the form of heavy work such as lifting, holding and pushing. Psychological workload refers on so far where competence And performance Work somebody compared to with other people (Manuaba, 2002). Workload indicators (Manuaba, 2002) are: a) tasks physical/work attitude, mental tasks (responsibility, complexity, emotions, etc.), c) time Work And Rest, d) Work shifts, e) delegation authority And not quite enough answer Work, f) status health And g) motivation, perception, belief, desire, etc.

(Hasibuan, 2015) states that work motivation is a state or energy mover a

employee Which directed or oriented on achievement objective organization business. Attitude mentally pro And positive employee to situation Work strengthen work motivation to achieve efficiency maximum. (Pinder, 1984) states that work motivation is a collection of forces both internal and external external factors that encourage the start of work behavior in form, direction, intensity and period time certain. According to (Robbins And Judge, 2013), motivation Work is willingness to invest at a high level in achieving organizational goals, Which is precondition his abilities For satisfying need individual. According to (Mangkunegara, 2015), employee performance is employee performance, both qualitative and quantitative, when carrying out tasks according to the responsibilities given. (Hasibuan, 2016) efficiency is expressed as the results achieved in implementing task somebody with skills, experience, seriousness and time. (Robbins, 2013), performance in accordance potency employee is achievement optimal Which become attention of organizational leaders. Employee performance indicators according to Robbins (2013): a) quality Work, b) quantity, c) punctuality, d) efficiency, e) independence and f) commitment Work Safety And health Work important for company, Because impact Work accidents and occupational diseases do not only harm workers or the world business, Good in a way direct nor No.

(Mangkunegara, 2005) performance is quantity results and quality Work Which achieved employee with fulfil his task according to responsibility answer Which given to her. According to (Abdillah et al., 2021), several factors influence performance employee is satisfaction employee, performance, management, motivation And environment Work. Apart from the factors mentioned above, occupational health and safety is a problem One factor Which influence performance employee. (Mangkunegara, 2011) Service safety And health Work is idea And effort For ensure wholeness And perfection Work physique And mentally on specifically as well as results Work And culture society in general towards a just and prosperous society. Maintenance Occupational safety and health programs for workers are very important because they have a purpose For create system safety And health Work Which covers element management, work, working conditions and environment in an integrated manner to reduce accident (Simanjuntak And Abdullah, 2018).

Based on matter the can concluded that For increase results Work so para employee Which Work on company need guarantee about occupational safety and health, considering that the work carried out contains risks that could threaten their work safety and health (Maulana and Rosmayati, 2020). By implementing occupational safety and health, the results will be Work employee the more increase. Besides level safety And health Work, environment Work Also must noticed, Because Also influence success/performance employee in company (Wibowo And Widiyanto, 2019).

METHODOLOGY

The method used in this research is the systematic literature review (SLR) method. Data obtained from journals published on Google Scholar, with a total of 40 journals reviewed. The Systematic Literature Review method or what is usually called the systematic literature review research method is a research method that identifies, assesses and interprets the problems that exist on a problem topic, as well as to answer the research questions that have been explained. (Rimbano, D. et

al, 2022). Research literature journals for the theories discussed in particular in the field of Human Resources Management (HR). All research articles are searching for originate from Google Scholar. Based on results various review literature, is known the relationship between communication and work conflict on job satisfaction and its influence on employee performance.

The focus of library research is to discover various theories, laws, postulates, principle or idea Which can used For analyze And solve formulated research questions. The essence of this research is descriptive analysis, namely regular analysis of the information obtained, after which it is provided understanding And explanation, so that readers can understand it with Good.

To determine the influence of Occupational Health Safety (K3) and the Environment Work to Performance Employee so make it something framework thinking Safety Health Work And Environment Work is as variable free (Independent variables or X_1, X_2), while Performance Employees are the dependent variable (variable dependent or Y).

RESULTS

Influence Safety And Health Work To Performance Employee

Based on A number of study Which has found that variable safety health Work ber influence positive significant to performance employee. If can concluded that safety health Work (K3) in a way Partial influential positive And significant to performance employee. It means, good occupational safety and health (K3). shows influenceto performance employee.

On in fact program K3 Which given company to employees really help to improve employee performance because with almost all of its activities are in the field and can give rise to a the risk of disasters or work accidents anytime and anywhere, this program is assessed by employee can give flavor safe in carry out not quite enough he answered. In accordance with opinion Mangkunegara (2010) "besides aim avoid accident Work in process production company, program Safety also increases enthusiasm, work harmony and work participation employees" with increased enthusiasm, work harmony and work participation so impact on increased performance employee.

Influence Environment Work To Performance Employee

Based on A number of study Which has found that variable environment Work influential positive significant to performance employee. So that can concluded that environment Work in a way Partial influential positive significant impact on employee performance. This shows that the environment The production department's work is good so it has an impact on employee performance It can be seen from the results that there is an influence between the work environment on performance employee. Company do various type method For increase quality employee work environment, namely by improving the air temperature in the work space, for example by adding a fan or AC in the work space. Another thing that need Also done is repair circulation air Which There is in location production.

Influence Burden Work To Performance Employee

Based on several studies it has been found that the Load variable Work has a

significant positive effect on employee performance. that state that if the workload is received well then it will increase performance employee For still Work with Good in company.

With thereby variable burden Work have influence to performance, So increasing workload will be accompanied by increasing employee performance Because ability employee Already in accordance with load Work carried out his.

According to Meshkati in Widyanti et al, (2010) defines workload as the difference between worker abilities and job demands. If ability worker more tall rather than demands work, will appear feeling bored.

However, on the contrary, if the worker's abilities are lower than demands work, then more fatigue will appear. These results were also corroborated by Previous researchers, namely Adityawarman (2015), also obtained similar results significant.

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