

# The Effect of Quality of Worklife, and Occupational Safety and Health (OSH) on Employee Performance With Job Satisfaction as an Intervening Variables (Case Study in PT. Mesindo Teknnesia Pekanbaru)

**Sahwitri Triandani<sup>1\*</sup>, Agung Supriadi<sup>2</sup>, Duypu Hong<sup>3</sup>**

<sup>1,2</sup> Economic Faculty an Social Sciences, Universitas Islam Negeri Sultan Syarif Kasim Riau, Indonesia

<sup>3</sup> Faculty of Economics and Finance , Huaqiao University China

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## ABSTRACT

This research was conducted at PT. Technnesia Mesindo Pekanbaru. The purpose of this study was to determine the effect of Quality of work life and Occupational Safety and Health on Employee Performance with Job Satisfaction as an Intervening Variable at PT. Pekanbaru Technnesia Mesindo. Respondents in this study totaled 52 people whose data were analyzed using multiple linear regression methods and path analysis and using the SPSS v.25 program. Quality of Work life and Occupational safety and health (OSH) have an influence of 22% on employee job satisfaction. Quality of work life, Occupational safety and health, and job satisfaction affect employee performance partially and simultaneously. variables of quality of work life, occupational safety and health (OSH ), and job satisfaction have an influence of 78.2% on employee performance. Job satisfaction has succeeded in mediating the effect of quality of work life and occupational safety and health (OSH) on employee performance.

\*Corresponding author.

E-mail: [sahwitriandani@yahoo.com](mailto:sahwitriandani@yahoo.com)

## INTRODUCTION

This study discusses job satisfaction and employee performance. Increased job satisfaction and employee performance will lead to the achievement of organizational and individual goals. Thus, it is necessary to study the factors that can improve employee performance, in this case the quality of work life and occupational safety and health at PT. Mesindo Tekninesia Pekanbaru.

Companies that want to continue to exist in the modern era certainly do not ignore the aspect of developing the quality of their human resources, therefore the role of human resource management is very large. One of the functions of human resource management is the quality of work life and the implementation of an occupational safety and health system to achieve maximum employee performance. Every company certainly has performance targets that must be achieved by its employees so that they can provide good feedback for the company in order to achieve the goals that have been set.

To improve employee performance, a sense of job satisfaction is really needed among employees. Dissatisfaction is the starting point for the emergence of problems in organizations and companies such as absenteeism, conflict between superiors and subordinates, and high levels of absenteeism. From the employee side, dissatisfaction can cause decreased motivation and decreased work morale, which can have a negative impact on reducing employee performance. High job satisfaction will have a positive impact on employees, such as creating loyalty and discipline towards work and will improve employee performance. The concept of quality of work life (QWL) expresses the importance of respect for people in the work environment. Thus, the important role of quality of work life is to change the organizational climate so that it technically and humanly leads to a better quality of work life (Luthans, 1995). Quality of work life formulates that every policy process decided by the company is a response to the desires and hopes of their employees, this is realized by sharing problems and uniting their views (company and employees) into the same goal, namely improving employee performance and company.

Mesindo Tekninesia company is company engaged in maintenance service. The services they offer include repair and maintenance generators, production machine and heavy equipment. Based on information provided by Mr. M. Fuad as Manager of PT. Mesindo Tekninesia Pekanbaru that the company has actually made maximum efforts to reduce the number of work accidents. The company always gives advice to all employees and provides SOPs for workers to implement them as best as possible. Not only that, the company also facilitates Personal Protective Equipment (PPE) and provides prohibitory signs in every building where it works. However, employee awareness is still low, indicating that there are still many employees who do not use complete PPE when working. So it is not surprising that if there is negligence or reduced focus of employees at work and combined with not using complete PPE, work accidents will occur which will have bad consequences for the employee and the company.

**Table 1. Data Of the Number work accidents at PT. Mesindo Tekninesia Pekanbaru.**

Year	Type of work accidents			Quantity
	light	medium	heavy	
2018	5	2	-	7
2019	2	3	-	5
2020	6	2	-	8
2021	6	-	-	6
2022 (Jan – Okt)	3	2	-	5

*Source : PT. Mesindo Tekninesia Pekanbaru, 2022*

Based on Table 1.4, work accidents occur every year with the main factors being not using complete PPE and the employee's own negligence, although only minor and moderate accidents often occur. So far, there has never been an accident in the serious category that resulted in physical disabilities in employees or even loss of life. The minor accidents that occurred were scratches caused by work equipment, pinching by pliers, sprains and muscle cramps. For cases of light category accidents, treatment can be done directly using the first aid kit provided by the company. Work accidents in the moderate category that often occur are being hit by a hammer, scalds due to being hit by a welding machine, low voltage electric shock, being hit by a light object and being scratched by copper cables.

For work accidents in the moderate category, if it is just a normal injury, it can be treated immediately using the first aid kit provided by the company, however, if the injury is serious enough, you must be rushed to the nearest health clinic. From the information above we can draw conclusions about the existing problems as follows, namely whether Quality of work life (QWL) has a partial effect on employee performance, occupational safety and health (K3) has a partial effect on employee job satisfaction, Quality of work life (QWL) influences employee performance through employee job satisfaction, occupational safety and health (K3) influences employee performance through employee job satisfaction, and Quality of work life (QWL) and occupational safety and health (OSH) simultaneously influence employee performance at PT. Mesindo Tekninesia Pekanbaru.

## METHODOLOGY

The research method use is a descriptive quantitative method. The population in this study were employees of the mechanical departement at PT. Mesindo tekninesia Pekanbaru totaling 52 people. The sampling technique use in this research was the cencus technique. Researchers use a cencus technique with the criteria namely employees in the PT. Mesindo Tekninesia Pekanbaru as many as 52 people. This research use multiple liner regression analysis, path analysis and sobel test. Multiple

linier regression is use to determine the direction and how much the influence an independen variables has on the dependent variables.

## RESULTS AND DISCUSSION

### **The effect of quality of work life (QWL) on job performance**

From the results of this research, it shows that the Quality of work life (QWL) variable has an influence on employee performance with a t value (5.149) > t table (2.010) and Sig. (0.000) < (0.05). This means that the variable Quality of work life (QWL) has a significant impact on employee performance.

### **The Effects of OSH on Employee Performance**

From the results of this research, it shows that work experience variables have an influence on employee performance with t value (5.599) > t table (2.010) and Sig. (0.000) < (0.05). This means that work experience has had a significant impact on the performance of mechanical section employees at PT Mesindo Tekninesia Pekanbaru.

### **The effects of QWL on job satisfaction**

From the results of this research, it shows that QWL variables have an influence on employee job satisfaction with a t value (2.186) > t table (2.010) and Sig. (0.034) < (0.05). This means that QWL have a significant impact on the job satisfaction of employees at PT. Mesindo Tekninesia Pekanbaru.

### **The Effects of OSH on job satisfaction**

From the results of this research, it shows that the K3 variable has a significant influence on employee job satisfaction with a t value (2.466) > t table (2.010) and Sig. (0.017) < (0.05). This means that OSH has a significant impact on employee job satisfaction at PT. Mesindo Tekninesia Pekanbaru.

### **The Effects of job satisfaction on employee performance**

From the results of this research, it shows that the job satisfaction variable has a significant influence on employee performance with a t value (5.425) > t table (2.010) and Sig. (0.000) < (0.05). This means that job satisfaction has a significant impact on the performance of mechanical section employees at PT. Mesindo Tekninesia Pekanbaru.

### **The Effects of QWL on Job satisfaction**

The F count value is (6.919) > Ftable (2.80) with a significance of 0.002 < 0.05. This means that simultaneously or simultaneously occupational safety and health (OSH) and work experience have a significant influence on employee job satisfaction at PT. Mesindo Tekninesia Pekanbaru. It is known that the correlation value is 0.469. So it can be concluded that there is a moderate and positive relationship between the independent variable and the dependent variable. Meanwhile, the R Square value is 0.220. This shows that the variables of occupational safety and health (K3) and overall work experience have an influence of 22% on employee job satisfaction, while the remaining 78% is influenced by other variables not examined in this research.

### **The Effects of QWL, OSH and job satisfaction on Employee performance**

The F count value is  $(57.323) > F_{table} (2.80)$  with a significance of  $0.000 < 0.05$ . This means that simultaneously or simultaneously occupational safety and health (OSH), work experience and job satisfaction have a significant influence on the performance of mechanical section employees at PT. Mesindo Tekninesia Pekanbaru. It is known that the correlation value is 0.884. So it can be concluded that there is a very strong and positive relationship between the independent variable and the dependent variable. Meanwhile, the R Square value is 0.782. This shows that the variables of occupational safety and health (OSH), work experience and overall job satisfaction have an influence of 78.2% on employee performance, while the remaining 21.8% is influenced by other variables not examined in this research.

### **The Effects of QWL on Employee Performance with Job Satisfaction as an Intervening Variabel**

The magnitude of the direct effect is 0.338 and the indirect effect is 0.106. Based on this data, it can be seen that the direct influence is greater than the indirect influence. So the position of job satisfaction as a mediating variable cannot strengthen the influence of an existing relationship. The sobel test value is  $2.036 > t_{table} 2.010$  and the p-value is  $0.041 < 0.05$ . Based on these data, it can be concluded that the mediation relationship is positive and significant, so that job satisfaction can mediate the positive and significant influence between occupational safety and health and the performance at PT. Mesindo Tekninesia Pekanbaru.

### **The Effects of OSH on Employee Performance with Job Satisfaction as an Intervening Variabel**

The magnitude of the direct effect is 0.573 and the indirect effect is 0.184. Based on this data, it can be seen that the direct influence is greater than the indirect influence. So the position of job satisfaction as a mediating variable cannot strengthen the influence of an existing relationship. Testing the ninth hypothesis shows that the sobel test value is  $2.247 > t_{table} 2.010$  and the p-value is  $0.024 < 0.05$ . Based on these data it can be concluded that the mediation relationship is positive and significant, so that job satisfaction can mediate the positive and significant influence between OSH and employee performance.

## **CONCLUSION**

Quality and work life and OSH influence job satisfaction partially or simultaneously. The R Square value is 0.220, this shows that the variables Quality and work life (QWL) and Occupational and safety health (OSH) as a whole have an influence of 22% on employee job satisfaction, while the remaining 78% is influenced by other variables. Quality and work life, OSH and job satisfaction influence employee performance partially or simultaneously. The R Square value is 0.782, this shows that the variables Quality and work life, OSH and overall job satisfaction have an influence of 78.2% on

employee performance, while the remaining 21.8% is influenced by other variables. Job satisfaction successfully mediates the influence of quality of work life on employee performance. Job satisfaction successfully mediates the influence of OSH on employee performance.

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