



**EFFECT OF WORK SAFETY AND WORK HEALTH (OHS)
ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION
AS INTERVENING VARIABLE – A CASE STUDY OF FIRE AND
RESCUE SERVICE TECHNICAL UNIT EMPLOYEES
IN SOUTH BADUNG, INDONESIA**

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Abstract:

The purpose of this study was to examine the effect of work safety and work health (OHS) on performance with job satisfaction as an intervening variable on employees performance with the contract status of the Technical Implementation Unit of the Fire and Rescue Office of Badung Selatan. The sample in this study were contract employees in the technical unit of the South Badung Fire and Rescue Service as many as 63 respondents. The analytical tool used is path analysis (path analysis). The results of the analysis explain that the variable of work safety and work health has a positive and significant effect on employee performance, in addition to directly affecting this variable also influenced by job satisfaction as an intervening variable which can be explained that job satisfaction as an intervening variable that links the variables of work safety and work health has a significant positive result on employee performance partially. This means that job satisfaction is not entirely a benchmark in determining employee performance, because the results of this study state that work safety and work health (OHS) are priorities in carrying out work that has a high risk.

Keywords: employee performance, job satisfaction, OHS, intervening variable, work health, work safety

1. Introduction

Human Resources (HR) for the company is needed to carry out organizational activities as an important implementer in order to achieve the goals set by an agency. Therefore,

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employees must get special attention from the agency. The Managing Social Security Agency (BPJS) noted the number of workplace accidents in Indonesia tends to continue to increase. A total of 123,041 work accident cases were recorded throughout 2017. In 2018 there was an increase of 173,105. While the BPJSTK Regional Office of Bali Nusa Tenggara and Papua recorded 962 cases of work accidents and work-related diseases in 2017 and increased to 2,625 cases in 2018. Work accidents and occupational diseases not only cause material loss or casualties and health problems for workers but can interfere with service to the wider community. One of the causes of work accidents is the lack of optimal OHS supervision and implementation as well as OHS behavior in the workplace. Therefore, real efforts need to be made to prevent and reduce the occurrence of accidents and diseases caused by work optimally.

Work safety and work health are efforts to ensure and maintain the physical and spiritual health and integrity of the workforce, especially humans, towards a just and prosperous society (Mangkunegara, 2009: 123). work safety and health, including one of the maintenance programs in the company. The implementation of an occupational safety and health program for employees is very important because it aims to create a work safety and unity system that involves elements of management, workforce, conditions and integrated work environment in order to reduce accidents. The issue of occupational health and occupational safety is not solely the responsibility of the government but the responsibility of all parties, namely employers, workers and the community (Busyairi, 2014).

The Badung District Fire and Rescue Service (DisKarMat) is an institution that has the main task of carrying out some regional authorities in the field of fire prevention and control which includes prevention, guidance, counseling, and operational control. The number of fire incidents in Badung Regency increased from 177 incidents in 2017 to 200 incidents in 2018, this shows that the performance of prevention, guidance and counseling to the public is not yet optimal. Performance is a result achieved by someone in carrying out tasks that are based on skills, experience, and sincerity and time according to predetermined standards and criteria (Hidayati, 2017). According to Mathis and Jackson (2007: 113), performance refers to employee achievements measured by standards or criteria set by the company.

Gibson, Ivancevich, and Donnely (1996) in Sylvana (2002: 4) suggest that job satisfaction is part of the motivation process. The satisfaction of organizational members can be related to their performance and work results and the rewards and penalties they receive. Therefore, the level of job satisfaction in an organization can be shown by results such as the attitude of the members of the organization, the change of work of members of the organization, absenteeism or absenteeism, tardiness, and complaints that are common in an organization. Job satisfaction is very much needed and is expected to be able to work at full capacity, thereby increasing organizational performance. Conversely, if employees are not satisfied in their performance, there will be a condition of their performance decline. Based on the results of interviews with contract employees at the

South Badung Fire and Rescue Service, stating that job satisfaction has not been felt to the maximum, they only receive basic salaries without any other benefits such as work risk benefits.

2. Literature Review

2.1 Work Safety

Work safety according to Kuswana (2014: 23), which is "*a state that is safe and safe from suffering and damage and losses at work, both when using tools, materials, machines in the processing, packing techniques, storage, and maintaining and securing the workplace and work environment*". Bangun (2012: 37) states that, work safety is protection for job security experienced by workers, both physically and mentally in their work environment. Meanwhile according to Mondy (2008: 82), work safety is the protection of employees from injuries caused by work-related accidents.

According to Suma'mur, (2006: 6), occupational safety is a specialization of health science and its practice aimed at ensuring that workers or community workers obtain the highest degree of health both physically, mentally and socially with preventive and curative efforts against diseases / health disorders that are caused by occupational and environmental factors and to general illness. Work safety is safety related to machinery, aircraft, work tools, materials and processing, the workplace foundation and its environment and ways of doing work (Suma'mur, 2006: 13). According to Trait and Deborah in Yusuf (2012), work safety is a program that is shown to employees, both those who work individually or in groups to provide a sense of security with the intention of preventing work accidents.

2.2 Work Health

The concept of work health today is changing more and more, not just "*health in the industrial sector*" but also leads to health efforts for all people in doing their work (Total health of all at work). And this knowledge is not only the relationship between the effects of work environment and health, but also the relationship between the health status of workers with their ability to perform the tasks they must do, and the goal of occupational health is to prevent the emergence of health problems rather than treat them (Harrington, 2005: 81).

According to Mathias and Jakson (2007: 245) is a condition that refers to physical conditions, mental and emotional stability in general. Healthy individuals are individuals who are free from illness, injury and mental emotional problems that can interfere with activity. Mangkunegara (2011: 161) states, "*work health programs indicate conditions that are free from physical, mental, emotional or pain related to the work environment*".

2.3 Occupational Health and Safety (OHS)

Protection and fulfillment of the right to Occupational Health and Safety (OHS) is one of the maintenance programs in the company to protect and protect its employees in the work environment. The provision this a protection is one of the factors that influence employee performance that determines the progress of the company, because of the maximum working conditions with a sense of security and comfort, employees will work well. This is supported by the statement of Husni (2005: 139) that, "*work safety and health protect employees to achieve optimal performance.*" The purpose of the implementation of the Occupational Health and Safety (OHS) program for employees is to create safe and healthy working conditions in the work environment in order to reduce accidents and diseases caused by work.

2.4 Employee Performance

Mangkunegara (2011: 67) states that, "*performance is the result of quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given to him.*" The quality intended here is smoothness, cleanliness, and accuracy in terms of work results, while the quantity is measured by the number of jobs completed by employees.

Keban (2008: 192) defines performance as "*the record of outcomes produced on a specified job function or activity during a specified time period*". In this definition, the aspect emphasized by the two authors is a record of the outcome or final results obtained after a job or activity is carried out for a certain period of time. Thus performance only refers to a series of results obtained by an employee during a certain period and does not include the personal characteristics of the employee being assessed, while Suyadi Prawirosentono (2008: 2) defines performance as performance, ie work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in the context of efforts to achieve the objectives of the organization concerned legally, does not violate the law and is in accordance with morals and ethics.

2.5 Job Satisfaction

According to Kreitner and Kinicki (2005: 271) job satisfaction is "*an effectiveness or emotional response to various aspects of work*". Davis and Newstrom (2008: 105) describe "*job satisfaction are a set of employees' feelings about whether or not their work is fun.*"

According to Hasibuan (2007: 202) job satisfaction is a pleasant emotional attitude and loves work. This attitude is reflected by work morale, discipline and work performance. Job satisfaction is enjoyed at work, outside of work and a combination of inside and outside of work. According to Handoko (2008: 193) job satisfaction is a pleasant or unpleasant emotional state in which employees view work. Job satisfaction reflects one's feelings about their work.

3. Material and Methods

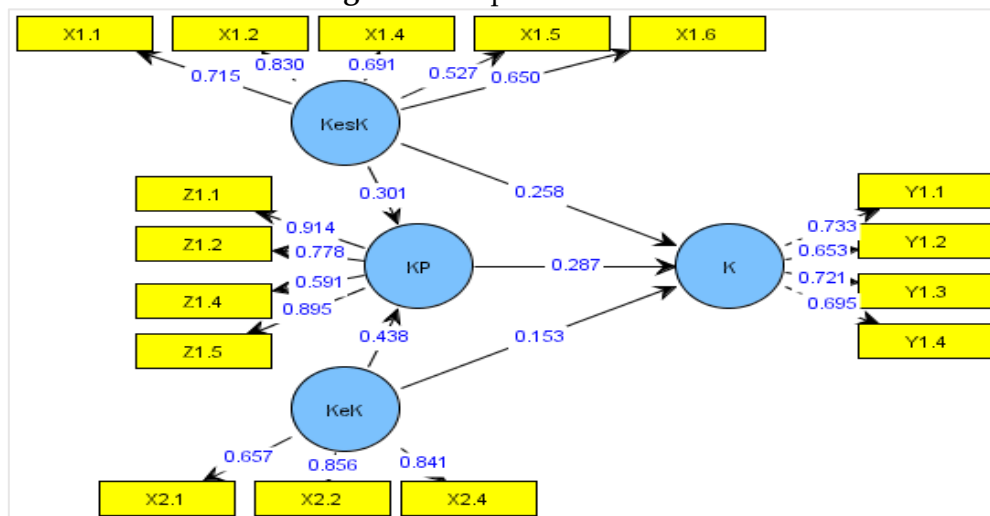
This research is a survey research using a questionnaire as the main research instrument to explain the interrelation of the variables studied. It also uses in-depth interviews with key informants to support or explore the findings of quantitative analysis. The population in this study were all employees in the Technical Implementation Unit of the Fire and Rescue Agency of South Badung, totaling 63 people. The number of samples in this study were 63 contract employees, the sampling technique used in this study was nonprobability sampling. To describe the respondents' assessments on each research instrument, the respondent's answer was classified into 5 (five) measurement scales through the interval range formulation. Where each questionnaire answer has a weight or score with Likert scale (1-5), a score of 1 (strongly disagree), 2 (disagree), 3 (quite agree), 4 (agree), and 5 (strongly agree).

The data analysis technique used in this research is descriptive analysis aimed to provide an overview of the research respondents' demographics and a description of the research variables and inferential analysis techniques used to test empirical models and hypotheses using a variance-based structural equation model or known as Partial Least Square (PLS) (Ghozali, 2008).

Table 1: Hypothesis Testing Results

	Original Sample Estimate	Mean of Subsamples	Standard Deviation	T-Statistic
WH -> JS	0.301	0.264	0.109	2.768
WS -> JS	0.438	0.484	0.096	4.552
WH -> EP	0.258	0.255	0.159	2.244
WH -> EP	0.153	0.173	0.148	2.011
JS -> EP	0.287	0.322	0.128	2.248

Figure 1: Output PLS Results



4. Results and Discussion

The results of this study indicate that testing hypothesis 1 produces a coefficient pathway that work safety has a significant positive effect on employee performance. This can be seen from the path coefficient of 0.258 with a t-statistic of $2.244 > 1.96$.

The results of the second hypothesis study indicate that work health has a significant positive effect on employee performance. This can be seen from the path coefficient of 0.153 with a t-statistic of $2.011 > 1.96$.

The results of the hypothesis 3 study indicate that the path results of the work safety coefficient have a significant positive effect on job satisfaction. This can be seen from the path coefficient of 0.301 with a t-statistic of $2.768 > 1.96$.

Hypothesis 4 research results indicate that work health has a significant positive effect on job satisfaction. This can be seen from the results of the path coefficient of 0.438 with a t-statistic of $4.552 > 1.96$.

Hypothesis 5 research results indicate that job satisfaction has a significant positive effect on employee performance. This can be seen from the results of the path coefficient of 0.287 with a t-statistic of $2.248 > 1.96$.

4.1 Results Intervening Variables

Hypothesis 6 test results show that work safety has a significant positive effect on employee performance. Furthermore, job satisfaction has a significant positive effect on employee performance. Next is the influence of work safety has a significant positive effect on job satisfaction. So, it can be said that job satisfaction only affects partial mediation on the relationship between work safety and employee performance.

Hypothesis 7 test results show that work health has a significant positive effect on employee performance. Furthermore, job satisfaction has a significant positive effect on employee performance. Likewise, work health has a significant positive effect on job satisfaction. This indicates that job satisfaction only partially affects the relationship between work health and employee performance.

5. Conclusion

From the results of the discussion of this study it can be that work safety has a significant positive effect on employee performance, furthermore, work health has a significant positive effect on employee performance. In addition, work safety and work health have a significant positive effect on job satisfaction, as well as the effect of job satisfaction which has a significant positive effect on employee performance.

Intervening test results of the effect of job satisfaction on the relationship of work safety and work health with overall employee performance is only partially influenced. This means that work health and safety factors that are felt so far in improving employee performance are not entirely influenced by job satisfaction felt by the employee.

About the Author(s)

The Authors of this study are lecturers in management at the Faculty of Economics and Business, Mahasaraswati University, Denpasar, Bali, Indonesia.

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