

EMPLOYEE WORK SAFETY AND HEALTH TRAINING FOR GROUND HANDLING PERFORMANCE

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ABSTRACT

The objective of this research is to find out the influence of training variables of Occupational Health and Employee Performance. Data collection method used in this research was field research methods with a population of 30 respondents. Both methods of data analysis were also applied by using multiple linear regression analysis, validity test, reliability test, t-test, f-test, and coefficient determination. The issue discussed in this research is the lack of employee training in understanding the Occupational Safety Health in the warehouse. The results of analysis and discussion shows a proportional relationship between training of Occupational Safety and employee performance that the level of relationship variables belong to the strong category and Occupational Safety Health gives significant influence to employee performance variable.

Keywords: Training, occupational health, safety, employee performance

INTRODUCTION

One of the activities in PT Jasa Angkasa Semesta (JAS) is activities that operate in the field of ground handling operators, passenger handling and cargo handling. To be able to compete, PT Jasa Angkasa Semesta (JAS) develops and improves Occupational Safety Health in its company. With Safety Health And Employee Performance PT Jasa Angkasa Semesta (JAS) is expected to reduce the lowest possible risks of accidents and illnesses arising from working relationships, as well as improve employee productivity and efficiency. The problem of this research is the lack of employee training in understanding the Occupational Safety Health in the warehouse, the incomplete application of Occupational Safety Health to all activities in the warehouse, the lack of knowledge and understanding of the employees on the identification, hazard

and Occupational Safety in the warehouse, SOP and Performance of employees is not supported by complete facilities, to know the effect of training (X1) between Occupational Safety Health (X2) on employee performance (Y). Research Methods using multiple linear regression analysis, validity test, reliability test, t test, f test, coefficient of determination. According to Sikula in Mangkunegara (2006), training is a short-term educational process that uses systematic and organized procedures where non-managerial employees study knowledge and technical skills in a limited purpose. While Cardoso believes in Danang (2015) training is every effort to improve the performance of workers on a particular job that is the responsibility or a worker who has to do with the job. Occupational Safety and Employee Safety by Endroyo (2006) is part of the overall management system that includes

the organizational structure, planning, responsibilities, implementation, procedures, processes and resources required for the development, implementation, achievement, assessment and maintenance of Safety Health Work in the context of risk control related to work activities, in order to create a safe, efficient and productive workplace.

Health and Safety, according to Christina, Djakfar and Thoyib (2012) are philosophized where the working environment that encourages Occupational Health Safety when all workers prioritize Safety Health program and expected work environment more conducive and motivation of workers increases. The theory of factors causing work accidents, according to Simanjuntak (2011), is the Worker concerned is not skilled and does not know how to operate the tool, Workers are not careful, neglectful in conditions too tired or sickness, not available safety equipment, or production equipment used in a state of improper or unsuitable use and Equipment is not perfect.

Relevant earlier research can be seen in the research of Kani et al (2013) on the topic of Occupational Safety and Health on the Implementation of Construction Project (Case Study: PT Trakindo Utama Project), Kaligis et al (2013) research with the topic of Influence of Health Program Implementation Work Safety and Employee Performance on Work Productivity, as well as research by Al Kautsar (2013) on the Effects of Health and Safety on Employee Performance. Colquitt (2013) defines performance as, Job performance is formally defined as the value of the set of employee behaviors that contribute, either positively or negatively, to organizational goal accomplishment.

The performance in question is formally defined as the value of a set of employee behaviors that contribute, either positively or negatively to the achievement of organizational goals. Performance by Schermerhorn (2010) is, Job performance is

measured as the quantity and quality of task accomplished by an individual or group. Performance is the size and quantity and quality of tasks achieved by individuals or groups. In carrying out the work undertaken by individuals and groups it is expected that the results of work can be measured clearly, how often the work is done, good or bad of a job is produced and adjusted to the established standards.

RESULTS AND DISCUSSION

A. Test Validity and Reliability Influence of Job Training on Employee Performance (X1)

Based on the results of the validity test of the training, the eight items of statements are valid as a whole and rhitung larger than the rtabel. the smallest rhitung is 0.439 and the largest is 0.738. On Reliability Test Results The training obtained test reliability test results with Cronbach's Alpha is 0.658.

B. Test Validity and Reliability Effect of Occupational Health Safety on Employee Performance (X2)

Based on the results of the validity test of Occupational Safety Health to eight items of statements stated validly as a whole and rhitung greater than the rtabel. the smallest rhitung is 0.487 and the largest is 0.730. In Cronbach's Alpha Work Safety reliability test results is 0.765

C. Test Validity and Reliability Influence Working Training (X1) and Occupational Safety (X2) on Employee Performance (Y)

Test the validity and reliability variable SPSS 20. With the number of respondents as much as $N = 30$ people then $r_{tabel} = 0.361$. r_{tabel} in the can of $(N-2)$ N = number of respondents. The result of employee performance validity test is Valid and Cronbach's Alpha calculation is 0,686.

D. Analysis of the Effects of Training (X1) and Occupational Safety (X2) on Employee Performance (Y)

From multiple linear regression equation is $Y = 7,143 + 0,327X_1 + 0,439X_2$, hence obtained value of that constant is equal to 7,143. The value can be obtained from employee performance variable data. Based on the data of these variables can be seen that the two variables X_1 and X_2 have a significant influence. The result of calculation shows Occupational Safety and Employee's Health that the coefficient value of Safety Health and Employee Performance variable is 3,314 and can be described from that value that the variable of Occupational Safety Health and Employee Performance give effect to Occupational Safety and Employee Health. While the coefficient value of the variable Health Safety and Employee Performance is 0.439 and can be described from the value that the variable Health Safety and Employee Performance affects the employee performance.

E. Partial Hypothesis Test (t test)

The t test corresponds to each variable. Variable X_1 give influence to variable Y and variable X_2 give influence to variable Y. Test t has formulation of hypothesis that is $H_0: \alpha = 0$ (no influence) and $H_a: \alpha \neq 0$ (influence). There is also a decision rule such as acceptance of H_0 if $t < t_{table}$ and rejection of H_0 if $t > t_{table}$.

1. Effect of Training Variables (X_1) on Employee Performance (Y)

Based on the result of the discussion of Health Work Safety that the training variables have a significant effect on employee performance variable.

2. Effect of Occupational Safety and Employee Safety Variables (X_2) on Employee Performance (Y)

Based on the above results of Health, Safety and Employment Performance that the variables Health Safety and Employee Performance provide a significant effect on employee performance variables.

3. Effect of Training (X_1) and Occupational Safety (X_2) on Employee Performance (Y) with Test F

Test f to test the variable as a whole where the variables X_1 and X_2 give effect to variable Y together. Where in this f test there is formulation of hypothesis that is $H_0: \alpha = 0$ (no influence) and $H_a: \alpha \neq 0$ (influence). Also there are decision rules that are like the acceptance of H_0 if $F_{hitung} < F_{tabel}$. And H_a Reception if $F_{hitung} > F_{tabel}$. From regression analysis by writer, can be obtained that is F_{hitung} is 13,074 Then, $F_{hitung} > F_{tabel}$ that is $13,074 > 4,57$ it proves that H_0 is rejected and H_a accepted. While on the significance can be seen that the significance < 0.05 is 0.00 < 0.05 it proves that H_0 is rejected and H_a accepted.

4. Relationship between Training Variables (X_1) and Occupational Safety (X_2) on Employee Performance (Y)

To know the correlation of Training variable (X_1) and Occupational Safety Health (X_2) to Employee Performance (Y). then we can use the summary model as the table above, based on the data obtained that $R = 0.701$. To be able to give an interpretation of the size or magnitude of the correlation coefficients found. The amount of R obtained in the summary model table is R obtained in the summary model table is 0.701. The value has a relationship level with the table above. This means that $R = 0.701$ the relationship level is strong. To get the contribution of independent variable to dependent variable. This value represents the proportion of the overall variation in the value of the

dependent variable which can or is caused by a linear relationship with the value of the independent variable. From the calculation of Coefficient of Determination (KD) above can get the value of contribution from the influence, the magnitude of the effect of Training (X1) and Occupational Health (X2) on Employee Performance (Y). is 49.14%.

CONCLUSION

The results of the variables X1, X2 and Y, the influence of training variables (X1) and Occupational Health (X2) on Performance (Y) by using multiple linear regression analysis with the equation $Y = a + b_1 X_1 + b_2 X_2 + b_n X_n$ with influence analysis partially (t test) and simultaneously (test f). From the results of the data can be seen that both variables X1 and X2 have a significant influence. The coefficient value of the Training variable is 3.314 and gives effect to Employee Performance. The coefficient value of the Occupational Safety Health variable is 0.439 and can be illustrated from that value that the Occupational Safety Health variable has an effect on the employee's performance. Results from X1 and X2 researchers conducted an analysis of the relationship between training variables and Occupational Safety and Employee Performance Health. The R value indicates Safety Health and Employee Performance of 0.701. When viewed from the guidance of correlation coefficient interpretation, the value of the relationship shows Health Safety to Employee Performance that the level of relationship variables classified strong category. The coefficient of determination is calculated to obtain the value of the contribution given training variables and Occupational Safety Health and Employee Performance where the coefficient of determination of the variable is 49.14%. Then it can be concluded that the contribution value of these variables are significant.

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