

THE INFLUENCE OF OCCUPATIONAL HEALTH AND SAFETY (OHS), WORK ENVIRONMENT, AND WORKLOAD ON EMPLOYEE PERFORMANCE AT PT. ASURANSI BHAKTI BHAYANGKARA

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ABSTRACT

The aim of this research is to analyze the influence of Occupational Safety and Health (OSH), work environment, and workload on employee performance at PT. Asuransi Bhakti Bhayangkara. Occupational Safety and Health (OSH) is a crucial factor that can affect employee performance, as a safe and healthy work environment can enhance productivity and work efficiency. Moreover, a conducive work environment plays a significant role in boosting employee morale and motivation. A balanced workload will have a positive effect on performance, whereas excessive workload can cause stress and reduce productivity.

This research uses a quantitative method with a survey approach. Data were collected through questionnaires distributed to employees of PT. Asuransi Bhakti Bhayangkara. Data analysis was conducted using multiple linear regression to determine the influence of each independent variable on employee performance.

The results of the study indicate that Occupational Safety and Health (OSH) has a significant impact on employee performance. The work environment also proves to have a significant impact on performance. Meanwhile, workload shows a negative and significant influence on employee performance. The conclusion of this study is that to improve employee performance, the company needs to pay attention to and enhance factors such as Occupational Safety and Health (OSH), create a comfortable and conducive work environment, and manage employee workload to avoid overburden.

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INTRODUCTION

Background

In the current era of globalization, one crucial aspect that needs to be strengthened is encouraging individuals to work with better performance. In this regard, human resources (HR) have the ability to contribute optimally to the achievement of company goals. The competition in the economic sector ultimately demands each individual to develop their skills. One factor influencing organizational performance is employee performance, as they play a key role in achieving the organization's goals and objectives. Employee performance needs to be maintained and even improved, so a manager must understand the factors affecting employee performance (Wardoyo & Suwasono, 2022).

Human Resource Management (HRM) is an activity aimed at stimulating, developing, motivating, and maintaining good performance within an organization (Ajabar, 2020:5). HRM is the process of achieving organizational goals by utilizing the people within it. Individuals or employees are managed to have the competence and skills needed to support their work (Ni Kadek & John, 2019:2).

Many factors can influence employee performance, especially for those in the production department. One such factor is the provision of occupational health and safety (OHS) guarantees. The implementation of OHS guarantees is an effort to create a safe, comfortable, healthy, and pollution-free work environment, which can ultimately minimize workplace accidents and occupational diseases, thereby improving employee performance.

Occupational Health and Safety (OHS), the work environment, and workload are significant factors influencing employee performance. In the context of PT. Asuransi Bhakti Bhayangkara, these factors play a vital role in creating a productive and healthy work environment (Faeni, 2024).

The work environment is one of the valuable aspects in shaping employee performance, which directly influences employees to perform their tasks with results that improve organizational performance (Yantika, et al, 2018).

A quality environment indicates the success of achieving organizational goals, whereas a poor work environment can lead to a lack of motivation and enthusiasm, resulting in decreased employee performance. This is because work discipline is considered essential for optimizing performance within an organization's or company's development. A lack of employee discipline in carrying out tasks and jobs can lead to suboptimal work productivity (Basit et al., 2019).

THEORETICAL FOUNDATIONS

Occupational Safety and Health at PT. Asuransi Bhakti Bhayangkara

Occupational Health and Safety (OHS) is a crucial aspect of management in any company, including PT. Asuransi Bhakti Bhayangkara. Although PT. Asuransi Bhakti Bhayangkara is a company operating in the insurance services sector and may not have the same work risks as manufacturing or construction companies, there are still several OHS steps and policies that can be implemented to ensure the safety and health of employees. Identify studies or articles that link OHS with employee performance.

Work Environment

The definition of a work environment, as stated by Eric Hermawan (2022), mentions that a good work environment can enhance employee productivity and performance, ultimately improving organizational effectiveness and reducing company expenses. The work environment is a condition where a good workplace includes both physical and non-physical aspects that can provide a sense of comfort, safety, peace, and a feeling of being at ease (Oktavia & Fernos, 2023). Other indicators related to the work environment consist of the following: Work Atmosphere, Relationships with Colleagues, and Availability of Facilities for Employees (Jalil, 2020).

Workload

According to Meutia and Narpati (2021), workload refers to the tasks assigned to employees, generally adjusted according to the rank or position of the employee. Muslim (2021) states that indicators of workload include job conditions, the time used for work, and the achievement of targets in the work (Faeni et al., 2023).

Employee Performance

Organizational performance is the total result achieved by an organization. The achievement of organizational goals means that the performance of an organization can be seen from the extent to which the organization can achieve its goals based on previously set objectives (Pasaribu & Manurung, Adler Haymans Rony, 2022). Performance is the achievement of work results by someone in terms of quality and quantity according to the responsibilities assigned to them (Sudiantini et al., 2023). According to Subroto (2019), the indicators for measuring employee performance can be explained as follows: Work quantity, Work quality, Work knowledge, Cooperation (Faeni, 2023).

The Influence of Safety

Safety has a significant influence on our daily lives. With guaranteed safety, we can carry out activities without worry, create a safe environment for everyone, and promote overall well-being and productivity.

The Influence of Occupational Health and Safety (K3)

Occupational health and safety (K3) have a crucial impact on increasing productivity, reducing injury risks, and creating a safe and supportive work environment for all employees.

Maintaining a Healthy Work Environment

Maintaining a healthy work environment not only enhances the physical and mental well-being of employees but also contributes to increased productivity, job quality, and overall job satisfaction.

Maintaining a Productive Work Environment

Maintaining a productive work environment can enhance team collaboration, strengthen individual motivation, and result in optimal performance in achieving company goals.

Company Workload

The company's workload has a significant impact on employee productivity, operational continuity, and the company's reputation and ability to achieve its strategic goals.

Impact of Workload

The impact of workload can be felt in various aspects, such as the mental and physical health of employees, fatigue levels, individual and team productivity, and the overall quality of the work produced.

Data Collection

Conduct data collection by distributing questionnaires to 181 employees of PT Asuransi Bhakti Bhayangkara, or through structured interviews, to ensure validity and reliability. Questions in the research instrument should align with the study focus on the Influence of Occupational Health and Safety (K3), work environment, and workload on employee performance in the company.

RESULT AND DISCUSSION

Result

Based on this research, it can be concluded that occupational health and safety variables have a significant positive impact on employee performance, stating that it can be inferred that occupational health and safety (K3) partially and significantly influences employee performance. This means that good occupational health and safety (K3) will

demonstrate an effect on the performance of employees at PT. Asuransi Bhakti Bhayangkara. In reality, the occupational health and safety program provided by the company to PT. Asuransi Bhakti Bhayangkara greatly helps in improving employee performance because nearly all of their activities are conducted in the field, which can pose risks or workplace accidents anytime and anywhere. Employees perceive that this program provides a sense of security in carrying out their responsibilities. With the goal of reducing workplace accidents in the production process, the safety program not only enhances enthusiasm, teamwork, and employee participation.

Discussion

Increased Productivity

Employees who feel secure and protected tend to be more focused on their tasks, which can enhance overall productivity.

Comfort and Well-being

A pleasant working environment, both physically and psychologically, can improve employee satisfaction and well-being.

Collaboration and Creativity

An environment that supports collaboration and provides space for creativity can motivate employees to contribute more effectively within teams.

Workload Management

A measured and well-managed workload can reduce stress and fatigue, ultimately enhancing employee performance.

Improved Focus

Employees with workloads tailored to their capacity tend to be more focused and productive in their tasks.

CONCLUSIONS AND SUGGESTIONS

Conclusions

Based on the findings of this study, it can be concluded that factors such as HSE (Health, Safety, and Environment), work environment, and workload significantly impact employee performance at PT. Asuransi Bhakti Bhayangkara. Therefore, some recommendations for the company may include:

Improvement of Occupational Health and Safety Program

Strengthening the implementation and monitoring of HSE programs to ensure employee safety and health.

Development of Work Environment

Creating a supportive work environment, including both physical and psychological aspects.

Workload Management

Adopting a more effective approach to workload management to reduce stress and enhance productivity.

Suggestions

Development of Training and Education Programs

Companies need to conduct regular training and education programs to improve employee skills and competencies. These programs should be tailored to industry needs and the latest technological developments.

Improvement of Occupational Health and Safety (OHS) System

Effective implementation of OHS is critical to creating a safe and healthy work environment. The company should ensure that OHS standards are adhered to and regular monitoring is conducted to prevent workplace accidents.

Work Environment Improvement

Companies should create a conducive and supportive work environment. This can include the provision of adequate facilities, cleanliness of the environment, and a positive and conflict-free working atmosphere.

Workload Management

Companies need to ensure that the workload given to employees is in accordance with their capacity and ability. A workload that is too heavy can cause stress and reduce performance, while a workload that is too light can make employees lose motivation.

Work Discipline Policy Development

Good work discipline is essential to improve employee performance. The company should have a clear and fair policy on work discipline, and reward employees who show good discipline.

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