

The Effect of Workload and Occupational Health Safety on the Performance of Production Employees at PT. Indovickers Furnitama

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ABSTRACT

The purpose of this study is to explain the effect of workload and occupational safety and health on the performance of production employees at PT. Indovickers Furnitama. The population in this study is employees of the production department of PT. Indovickers Furnitama, 40 responders made up the study's sample, however. Every test conducted using the SmartPLS Application demonstrates that all test results are higher than those necessary to be deemed genuine. In this work, PLS analysis, descriptive statistics, and a quantitative research design were employed for data analysis. The findings demonstrated that the workload had a noteworthy adverse impact and could not be used to boost PT staff' performance. Indestructibles Furnitama. When it comes to enhancing employee performance in production workers, occupational safety and health has a major beneficial impact.

INTRODUCTION

Human resource engagement is crucial to a company's success. Creating effective and efficient human resources is essential to support and determine the success of today's organizations. Every business and organization strives to raise the caliber of every worker in the hopes that worker performance is consistently at its best. Sunardi, et al (2015: 156) said that the progress of a company can be measured through the accomplishment of employee performance; when a corporation has high employee performance, productivity outcomes rise, which influences the attainment of corporate objectives.

From the previous statement, it can be concluded that the importance of performance for the company is one of the factors to achieve company goals, which can be seen from the results of work in quality and quantity achieved by an employee as a whole which can be used as a basis to determine whether the work produced is good or vice versa. From the importance of employee performance for the company, a factor that can affect the suboptimal performance of employees related to the workforce itself is the workload (Jeky K.R et al, 2018). Employee performance and workload are connected because, in order to assign responsibilities within an organization, each person must be able to view their burden beforehand. This will enable them to complete assigned duties in a way that meets corporate expectations and enhances worker performance. In this instance, it will affect how well employees do their own tasks and jobs.

In addition to the workload factor, in an effort to achieve optimal performance, companies must pay attention to occupational safety and health (K3) of their employees. One of the factors that affect employee performance is also security and protection at work, in this case the implementation of occupational safety and health (Elphiana E.G et al., 2017). When employees feel protected by the company, employees will also work optimally with a feeling of calm, security and comfort.

Researchers took PT. Indovickers Furnitama as the object of research, PT. Indovickers Furnitama is a company engaged in manufacturing producing table furniture, chairs, cabinets, for office and home needs. The phenomenon that occurs at PT. Indovickers Furnitama for 2018-2022 which shows data, namely when companies add targets and requested products have a higher level of difficulty, but the company does not have the resources of existing employees. Then the time needed to complete the target must also be increased. It is believed that the issue stems from the heavy workload that employees are subjected to, which prevents them from performing at their best. Employees must put in a lot of effort to meet the company's goals and deadlines because of the large volume of orders and insufficient staffing levels.

Other problems that affect the performance of PT. Indovickers Furnitama is occupational health safety. Not without reason, if you see many work accidents that occur at PT. Indovickers Furnitama Surabaya awareness and compliance with the use of personal protective equipment or the use of machines in accordance with low SOPs need to be well supervised by superiors. However, the supervision is not carried out routinely by superiors, only carried out once a month so that employees arbitrarily use personal protective equipment, which at any time can cause work accidents at work. The impact of heavy work accidents

and minor work accidents then affects the losses of all parties, both employees who have accidents or companies that are responsible.

The workload that is not balanced between the targets given with physical abilities and available time, as well as the importance of occupational safety and health which is one of the efforts to create healthy and safe working conditions is closely related to improving employee performance. According to the background information provided above, employee effectiveness in achieving corporate objectives can be impacted by factors such as workload and occupational safety and health. Therefore, the author is interested in carrying out study on staff members of PT. Indovickers Furnitama's manufacturing department under the term "The Effect of Workload and Occupational Safety and Health on Employee Performance in the Production Department of PT. Indovickers Furnitama".

LITERATURE REVIEW

Workload

The workload is a type of obligation that human resource units, both people and groups, have. It can take the shape of quality and quantity tasks that need to be finished in a specific amount of time based on the capabilities present. Workload can be said to be balanced if what is received is in accordance with the ability of employees. If it is not balanced, it has an impact on the physical fatigue of employees.

Workload, as defined by Sunarso (2010) in Jeky K.R. Rolos et al. (2018), is the set of tasks that an office holder or organizational unit must do within a specific amount of time. Meanwhile, according to Irawati & Carrollina (2017) argue that workload is an analysis technique of time used by human resources in completing a work in a work unit that is carried out under normal conditions. The indicators used in this study are workload indicators in Suci R. Mar'ih K, (2017), namely: Working conditions, the use of working time, and the targets that must be used.

Occupational Health and Safety

Occupational safety and health, according to Sinambela (2017: 365), is a field concerned with the welfare, safety, and health of people who work in an establishment or at a project site.

Occupational safety and health are an initiative that business owners provide to their employees. It is meant to assure them that safe working conditions are created and that physical and mental disorders are avoided through coaching, training, and evaluation of employees' performance in carrying out their duties. Meanwhile, according to Widodo (2015) argues that occupational safety and health are conditions related to health, safety, and welfare which points to the physiological, physical and psychological conditions of the workforce caused by activities at work. The indicators used in this study are indicators according to Resita Maulidya (2021) and Manullang (2000: 87 in Afrizal 2017), specifically: using work equipment, creating a safe and healthy work environment, and wearing work protection equipment.

Employee Performance

According to Afandi (2018: 83), performance is the outcome of work that an individual or group of individuals within an organization can accomplish in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, so long as it doesn't violate any laws or moral or ethical standards.

Performance can also be interpreted as a result of work achieved by an employee as a whole which is determined based on the responsibilities of the work done, so that the goals set by a company can be achieved. The indicators used in this study are indicators according to Kasmir (2016), as follows: quality (quality), quantity (quantity), supervision, and relationships between colleagues.

METHODOLOGY

In this study, two independent variables (X) and bound variables (Y) were used. The operational definition of each of these variables is the Workload Variable (X1). The Workload indicator consists of working conditions, the use of working time, targets that must be achieved (Suci R. Mar'ih K, 2017). Occupational Safety and Health Variables (X2). The Occupational Safety and Health indicators according to Resita Maulidya (2021) and Manullang (2000: 87 in Afrizal 2017) consist of work protective equipment, safe work spaces, the use of work equipment, and healthy work spaces. As well as the Employee Performance variable (Y). The Employee Performance indicators according to Kasmir (2016) consist of quality (quality), quantity (quantity), supervision, and relationships between colleagues. PLS (Partial Least Square) data analysis approach was used in this investigation. This study's inquiry employed a quantitative research methodology. This study employed a measurement scale, namely an ordinal measuring scale using Likert weighting procedures, to create quantitative data. Employees of PT. Indovickers Furnitama's production section make up the study's population. With a research sample of 40 respondents, the sampling strategy used in this study combines saturation sampling approaches with non-probability sampling.

RESEARCH RESULT

Based on 40 respondents who answered the questionnaire, it can be known that the gender of the most respondents in this study is male employees with a total of 30 employees, then female employees with a total of 10 employees. Employees with the male sex become the most dominant because the company that is the object of research runs in the field of production so that it requires physical labor to do a job.

In addition, the number of respondents with the most age in this study were employees aged 31-35 years with a total of 12 employees. Employees aged 31-35 years became the most dominant in this study because employees aged 31-35 years because that age is the productive age and skills possessed.

Based on 40 respondents who answered the questionnaire, it can also be known that the status of the most respondents in this study is married employees with a total of 30 employees. This happens because, when someone enters the productive period, most of them are married.

Tabel 1. R-Square

	R Square	R Square Adjusted
KINERJA KARYAWAN (Y)	0.694	0.678

Considering that $R^2 = 0.694$ It may be deduced that 69.40% of the occurrence or issue related to employee performance can be explained by the model. Errors and other factors not included in the model, such as workload and occupational safety and health, account for the remaining thirty-six percent of the explanation. This shows that variables other than workload and occupational safety and health have a 30.60% impact on employee performance, whereas these factors have a 69.40% impact on employee performance.

Tabel 2. Path Coefficients (Mean, STDEV, T-Values)

	Original Sample (O)	Sample Mean (M)	Standart Deviation (STDEV)	T Statistics (O/STDEV)	P Values
BEBAN KINERJA (X1)					
-> KINERJA KARYAWAN (Y)	-0.210	-0.233	0.080	2.619	0.009
KESELAMATAN DAN KESEHATAN KERJA (X2) -> KINERJA KARYAWAN (Y)	0.792	0.776	0.091	8.710	0.000

Based on the results in the table can be described as follows:

H1 = Workload Significantly Negative Effect on Employee Performance with a path coefficient of -0.210, where the value of p-values = 0.009 is smaller than the value of $\alpha = 0.05$ (5%)

H2 = Occupational Safety and Health Has a Significant Positive Effect on Employee Performance with a path coefficient of 0.792, where the value of p-values = 0.000 is smaller than the value of $\alpha = 0.05$ (5%)

DISCUSSION

Employee Performance is significantly impacted negatively by the Workload variable (X1), according to the data acquired by Smart PLS. These findings support the first hypothesis, which holds that employee performance is negatively impacted by workload. Employee performance will decline as workload grows. This is consistent with the findings of study by Wehelmina Rumawas, Sofia A.P. Sambul, and Jeky K.R. Rolos (2018). Excessive workload occurs when employees are expected to perform more job tasks than available human resource capabilities. The first indicator has the highest loading factor than other indicators. The indicator is that the Company always assigns tasks that are not adjusted to the working conditions of employees. This greatly affects employee performance because employees feel that the company provides work that is heavier than the original conditions of the employee's work. If these conditions occur frequently, employee performance can decrease. Workload affects employee performance negatively, which means that if the workload

variable increases, employee performance will decrease and vice versa. The number of tasks and work given simultaneously can make employees complete the work less optimally, this happens because employees accept excessive tasks not in accordance with the conditions of the employees.

The variable Occupational Health and Safety (X2) has a positive and substantial influence on Employee Performance, according to the data processing findings from Smart PLS. These findings provide support for the second hypothesis, which holds that occupational safety and health significantly improves employee performance. Employee performance will rise when the organization prioritizes occupational health and safety. According to study by Sofia A. P. Sambul, Ventje Tatimu, and Pemsu Kourouw (2019), this is the case). In terms of occupational safety and health, it is known that employees often do not wear complete personal protective equipment. This means that employees at work are still indifferent in implementing work safety programs, one of which is the use of complete personal protective equipment, as negligence in that case will cause minor and severe work accidents and harm both parties. So that companies must also re-evaluate the implementation of occupational safety and occupational health, provide training on the importance of implementing work safety in the workplace and carry out strict supervision. The third indicator has a higher loading factor value than other indicators. The indicator is that employees have not used work equipment that complies with SOP at work. At PT. Indovickers Furnitama employees have not used work equipment in accordance with the Company's SOP. The company has facilitated work equipment that suits the needs of employees but many employees are still indifferent to occupational safety and health. This is evidenced by the fact that there are still work accidents in the workplace which, if not corrected, will have an impact on declining employee performance. Therefore, the implementation of occupational safety and health is very important and mandatory for every employee. Higher levels of occupational safety and health implementation will boost worker productivity because they provide a sense of security and comfort at work, which will raise worker satisfaction and ultimately boost productivity, particularly in PT. Indovickers Furnitama's production department. These findings suggest that workplace safety and health have a favorable impact on worker performance.

CONCLUSIONS AND RECOMMENDATIONS

Companies can consider related to being expected to pay attention to the workload given to each employee, review the existence of man power planning and the distribution of workload adjusted to work conditions, quantity of work, and employee abilities. So that workers do not feel overworked with meeting company targets, company leaders can provide more support to employees and it is better if it is achieved the fulfillment of employee targets are rewarded so that employees are encouraged to work and indirectly determine the success of each company activity. Companies can re-evaluate the implementation of occupational safety and health, one of which is strict supervision, by providing strict sanctions against employees who still violate not using complete personal protective equipment while working. Provide regular training on the importance of occupational safety and health and pay attention to lighting and lighting in the

workplace to be adjusted to the size of the workspace, so that employees feel comfortable in doing work.

ADVANCED RESEARCH

For other researchers who want to research employee performance at PT. Indovickers Furnitama is good for researching variables other than workload and occupational safety and health that can affect employee performance, such as work discipline, leadership style, work stress.

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