



The Effect of Compensation, Work Discipline and Work Safety on Employee Performance at PT Megah Bevel Duren Sawit East Jakarta

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ABSTRACT

This study expects to decide the impact of remuneration, work discipline, and work wellbeing factors on representative execution at PT. Megah Slope Duren Sawit, either or at the same time. Information assortment was done by appropriating surveys, research conducted on 50 respondents, a sample of all employees of PT. Megah Bevel Duren Sawit. By utilizing scale likert, respondents' responses were handled with legitimacy and dependability tests, old style supposition test, numerous relapse examination, t test, F test and R^2 tests. The results showed that all data tested were valid and reliable and found that partial compensation (X1) and work discipline (X2) had a positive and significant influence on an employee performance, but the variable (X2) was greater in significant than the variable (X1). And found the work safety variable (X3) has a negative and insignificant influence on employee performance

INTRODUCTION

The company in an effort it achieved its goals really needs the participation of humans who are members, the company will not run without the involvement of human elements in it. People are the primary driver of the organization in accomplishing organization objectives, hence HR are vital for organizations in making due, arranging, and using representatives, so they can work beneficially it accomplish organization objectives, so organizational endeavors in empowering representatives to work better should keep on being done with workers who work well is expected to have great work results (Representative execution) too is accomplished by representatives in completing their obligations as per the obligations given.

Performance is the result of work that has major areas of strength for a with the essential targets of the association, consumer loyalty, and adds to the economy (Armstrong & Baron, 1998) execution is tied in with taking care of business and the outcome accomplished from that work. Execution of what is finished and how to make it happen.

PT Megah Bevel provides compensation in the form of salaries, incentives, awards and benefits. Where the salary is given based on educational background and length of service in the classification of employee salary groups. These advantages are as wellbeing and life advantages and offices as confidential vehicles gave to representatives who have unique positions. In any case, in light of the consequence of the questioners with a few workers in regards to pay given was not as per the obligations they did and the compensation was sufficiently not to meet their ongoing necessities.

Discipline cannot be enforced if the rules are made only based on oral instructions that can change according to conditions and are addressed. With clear written rules, employees will get certainty about what guidelines can and cannot be done. So it will avoid behavior that is not in accordance with these regulations. According to (Rivai, 2008).

In implementing work discipline applied by PT Megah Bevel is still relatively low, which is seen from several things, among other, there are still many employees who do not come to work or are absent for various reasons; still as well as; Quite high employee delay rate.

Source: HRD interview results of PT Magah Bevel (March 28, 2023).

The attendance data above is known that the average delay rate of PT Megah Bevel is very high every month, so it reaches a total of 569 times. The total delay is obtained from the number of employees who are late every day and added up each month. The highest number of delays was in August to reach 57 times. Then certain reasons or permits reached 369 people absent due it illness as many as 241 people for one year. It can also be seen that there are still employees who do not enter without permission or alpha reaching a total 40 times.

The data pays attention to the movement of the number of employees who are late and do not come to work for various reasons or permits exist every month. This it very well may be inferred that the degree of discipline of PT Megah Bevel is still low.

Work safety is a condition where workers are guaranteed safety while working both in using machine, vehicles, work tools as well as the workplace and the environment. Occupational safety risks can occur due to aspect of the workplace that can cause fire, falls from height clamping, equipment falls, electric shock, cuts, bruises, sprains, fractures, and limb damage, vision and hearing. In reality, there are still many organizations that are not aware of this, where the organizations is only concerned with the benefits to be achieved, and does not pay attention to other things such as employee work safety, even tough this is an important factor that must be considered, especially organization that run business in the field of services and contribution/development. To strengthen this study, the researcher included the results of research conducted by several previous research.

The results of research conducted (Isvandiari & Fuadah, 2018) regarding the impact of pay and work discipline on the exhibition of PG production employees Meritjan Kediri partially concluded that the variable of compensation and work discipline affect the performance of PG production employee Meritjan Kediri, while simultaneously the variable of compensation and work discipline have a real effect on the performance of PG production employee Meritjan Kediri.

Based on research conducted by (Mutiasari, Guntoro, & Setyawan, 2020) regarding the effect of work safety on the performance of PT. Adhi Karya Indah Cilacap reason that somewhat the variable of work wellbeing meaningfully affects the presentation of PT Adhi Karya Indah Cilacap.

This study plans to investigate the impact of pay on the exhibition of PT Megah Bevel; break down the impact work discipline on the presentation of PT Megah Bevel; dissect the impact of work wellbeing in the exhibition of PT Megah Bevel; furthermore, break down the impact of pay, work discipline, and work security all the while on the presentation of PT Megah Bevel.

LITERATURE REVIEW

Performance

Performance is defined by the term output, namely the accomplishment of quantifiable outcomes. Be that as it may, execution isn't just what people accomplish yet the way in which they accomplish it. Superior execution is acquired by fitting representatives, particularly those who have knowledge, skills, attitudes. Execution the executives ought to look at how results are achieved it is necessary to consider what is needed to improve the results of an employee performance or achievements. (Amstrong, 2006) in (Silalahi & Bangun, 2020).

Performance is the accumulation of behavior and results. According to Brumbach behavior must be distinguished from results, in performance appraisals that are assessed not only the results, behavior must also be assessed separately. The reason is because the behavior itself is actually a product. According to Brumbach in (Armstrong & Baron, 1998) behavior is the result of a person mental and physical efforts arising.

Compensation

Pay is a counter accomplishment to clients of work or administrations that have been given by work. This implies that the organization will give reward to all workers associated with it. Remuneration for services provided to the company during employment. For workers, remuneration is the representatives right to the weight and obligation given to the organization. So compensation for the company is an obligation that must be given, while for employees is a right that must be received.

The Effect of Compensation on Employee Performance

In view of the observational examinations above (Setyawati, Puspitasari, & Cahyanti, 2018) the results of the study say that compensation has a significant effect on employee performance on CV. Majesta Nusantara Banyuwangi. The above explanation is upheld by research led (Dwianto & Purnamasari, 2019) that pay fundamentally affects representative execution at PT Jael Indonesia. Both opinions above are in line with research conducted by (Arifudin, 2019) which says that compensation effect employee performance at PT. Global (PT. GM) significantly (Sevynica & Winarno, 2022) that compensation does not significantly effect employee performance at PT Rajasaland Bandung partially. Meanwhile, according to (Adhimas & Hanantijo, 2021), the result of the study said that compensation has a positive and significant effect on employee performance at PT Gema Nawagraha Sejati Jakarta. Then the research hypothesis is as follow:

H1: allegedly compensation affect employee performance

Work Discipline

Work discipline can be deciphered as the execution of the board to reinforce hierarchical rules. The discipline is frequently alluded to as the second functional capability of faculty the executives. Employee discipline (new/old) should be done in an arranged and nonstop way.

Discipline is the mindfulness and eagerness of an individual to comply with every one of the principles of the company, business entity or organization and applicablenormal practices, mindfulness is the disposition of an individual deliberately submitting to all guidelines and monitoring the obligations and obligations. Discipline is a disposition or conduct and activities of an individual as per the composed or unwritten standards of the association or body. Discipline is a mentality, conduct and activities that are as per the guidelines of the organization, both composed and unwritten (Hasibuan, 2012).

Discipline is divided into two forms (Mangkunegara, 2013), namely; preventive discipline and corrective discipline. The implementation of labor discipline has three concepts, namely: hot furnace rules, progressive disciplinary action, possessive disciplinary measures, and positive disciplinary action (Rivai, Veithzal, & Sagala, 2009).

The Effect of Work Discipline on Employee Performance

As indicated by the consequences of exploration (Isvandiari & Fuadah, 2018) which expresses that work discipline fundamentally affects the exhibition of PG production employee Meritjan Kediri. The above statement is also supported by research (Yulandri & Onsardi, 2020) stating that work discipline as a huge impact on representative execution. in view of exploration directed by

(Hasibuan J. , 2019), research expresses that work discipline affects representative execution. While (Silalahi & Bangun, 2020) expressed that work discipline essentially affects representative execution. The above statement is also supported by research (Krar, Maryen, & Renouw, 2022) which expresses that work discipline essentially affects representative execution at the Sorong Regency Education and Training Agency Office. Bases on the empirical studies above, the research hypothesis is as follows:

H2: allegedly work affect employee performance

Work Safety

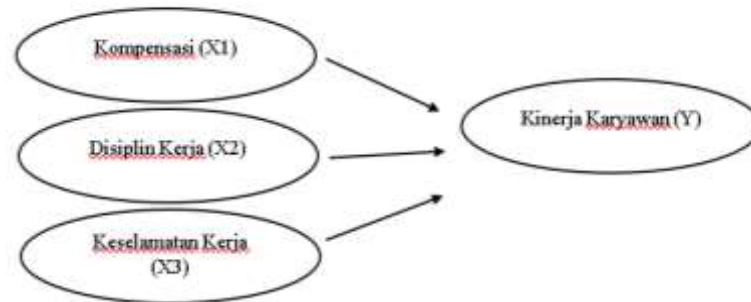
Occupational safety are factors that influenced and contribute to the level of safety in the workplace. In understanding workplace safety variables, it is important to consider several aspects that can affect employee safety and include various factors such as workplace layout, natural condition, hygiene, temperature, lighting, noise, and air quality can contribute it safety level.

Work safety is part of maintaining human resources. Work safety needs to be considered to improve work results within the company, this program greatly effecton the health or absence of employee to carry out their duties.

The Effect of Work Safety on Employee Performance

According to the results of research (Nasution, 2020), work safety has a positive and significant effect on the performance of PT. PLN (Persero) Main Unit Development II Medan. The above statement is supported by research (Mutiasari, Guntoro, & Setyawan, 2020) which states that work safety affect the performance of PT Adhi Karya Indah Cilacap Employee. The two research results above are also supported by research (Arifin, Hermiraj, & Muh, 2023) has a positive and significant effect on employee performance. Meanwhile, according to research conducted by (Winarti & Talim, 2018) states that work safety affect the performance of employees at ST. Borromeus Hospital (K3RS). The above statement is also supported by (Maghfira, Kiki , & Harahap, 2023). The results of the study stated that work safety has a significant effect on employee performance at PT. Hokan Deltapack Industabanch Kampar Saint Borromeus. Based on the above research, the research hypothesis is as follow:

H3: suspected work safety affect employee performance



Picture 1. Conceptual Framework

METHODOLOGY

This study utilizes a quantitative with an associative design, which looks at the connection between autonomous factors and ward factors. With individual analysis unit, namely employee of PT Megah Bevel. The kind of information utilized is essential information, which is data sourced from question nares and has been filled in by 50 respondents. The data retrieval method uses non-probability with purposive sampling, and is processed using the SPSS version 25 method. Testing validity and reliability by comparing the item correlation value-the corrected total of each item with the statement r calculate $> r$ table, then the data is declared valid. A significant relationship occurs if the significant value (P Value) $< 0,01$. This test used a trial sample of 50 respondents, so that the table r value was 0, 273 and the significant level (2-tailed) of 100% was 1% of 0,01.it is know that the results of the validity test of all statement items on compensation, work discipline, work safety, and employee performance are declared valid because the r value of the table is set at 0,273 and significant (2-tailed) is smaller than 0,01.

Reliability tests play a role in measuring the extent to which these measurements remain consistent. The fact that the worth of the spreads the word variable obtained more significant than the value of *Cronbach's Alpha* which is set at 0.60 is called realistic. *Cronbach's Alpha* results are each variable: Compensation 0,0674, Work Discipline 0,860, Work Safety 0,705, and Employee Performance 0,626, so it can be concluded that all statement item on each variable are reliable.

RESULT AND DISCUSSION

Classical Assumption Test

The regression model proposed shows a legitimate relationship condition, so the model should meet the fundamental presumptions of the exemplary standard least square (OLS), which include.

Multicollinearity Test

To decide if there is multicollinearity between free factors by taking a gander at the worth the *difference expansion factor* (VIF) and resistance of every reliant variable. If it does not occur, unusual corelaosa is called non-multicollinearity. Checking the resilience out; in the event that the resilience esteem is more prominent than $> 0,10$, is actually intends that there is no multicollinearity; taking a gander at the VIF Worth; in the event that you see a VIF esteem more modest than $< 10,00$, it intends that there is no multicollinearity.

Table 1

It can be seen in the data processing table that the compensation variable has a tolerance value of 0,727 greater than $> 0,10$, the work discipline variable has a tolerance value of 0,466 greater than $> 0,10$ then all this variable don't occur multicollinearity.

Table 1. Coefficients^a

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficient Beta	t	Sig.	Collinearity Statistics	
	B	Std. Error				Tolerance	VIF
(Constant)	14.563	2.546		5.720	.000		
Kompensasi	.216	.073	.285	.005	.005	.727	1.376
Disiplin Kerja	.419	.069	.710	.000	.000	.483	2.072
Keselamatan Kerja	-.060	.105	-.068	-.570	.572	.466	2.146

We see in the data processing table that the VIF value in the compensation variable 1,376 means smaller than $< 10,00$, the work discipline variable has a VIF value of 2,072 which is smaller than $< 10,00$, and the work safety variable tested does not occur multicollinearity.

Based on the requirements of the traditional presumption of direct relapse with OLS, a decent straight relapse model is one that is liberated from multicollinearity, in this way, the above model has been liberated from the presence of multicollinearity.

Linearity

The linearity test aims determine the relationship that is linear or not linear significantly on the research variables. This test is utilized as a prerequisite in relationship examination or straight relapse. Linearity testing in this review is said to have a straight relationship. If the deviation from linearity value $> 0,05$, it means that a linear relationship occurs; if the deviation from linearity value $< 0,05$, it means that there is no linear relationship; if the F value is calculated $< F$ table, then there is a significant linear relationship between the independent variable and the reliant variable; on the off chance that the F esteem is determined $> F$ table, there is no essentially straight connection between the autonomous variable and the reliant variable.

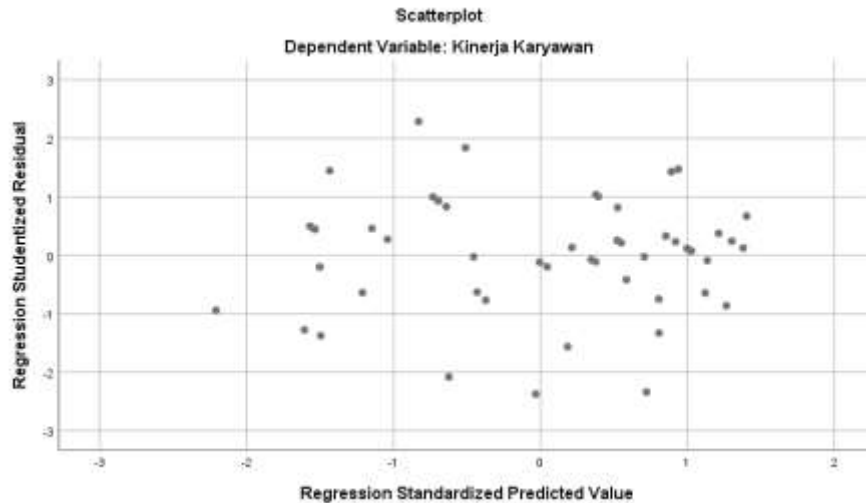
Table 2. Anova Table

		Anova Table					
			Sum of Squares	df	Mean Square	F	Sig.
Kinerja	Between Groups	(Combined)	196.241	13	15.095	1.967	.055
Karyawan *		Linearity	160.833	1	160.833	20.953	.000
Kompensasi		Deviation from Linearity	35.408	12	2.951	.384	
		With Groups	276.339	36			
		Total	472.580	49			

From the table data processed that the huge worth in deviation from linearity is 0,961, meaning greater than $> 0,05$, there is a linear relationship between the independent variable and the dependent variable. In the table the F value 0,384 is greater than the r value of the table $> 0,279$, so there is no huge direct connection between the autonomous variable and the reliant variable.

Heteroscedasticity Test

The heteroscedasticity test is done fully intent on testing whether there are variance or residual inequalities from one observation to another. The heteroscedasticity test is performed to determine whether in a regression model there is variance discomfort from residuals in one observation to another. Scatterplot graph or from the predicted value of the bound variable i.e. SPESID with residual error i.e. ZPRED. The premise independent direction is as follow; assuming there is a sure like the current spots from a specific customary example (wavy, extending then limiting), it demonstrates that heteroscedasticity happens; assuming that there is no reasonable example, nor are the focuses spreading above and beneath the number 0 on the y-pivot, then heteroscedasticity does not occurs.



Picture 2. Scatterplot

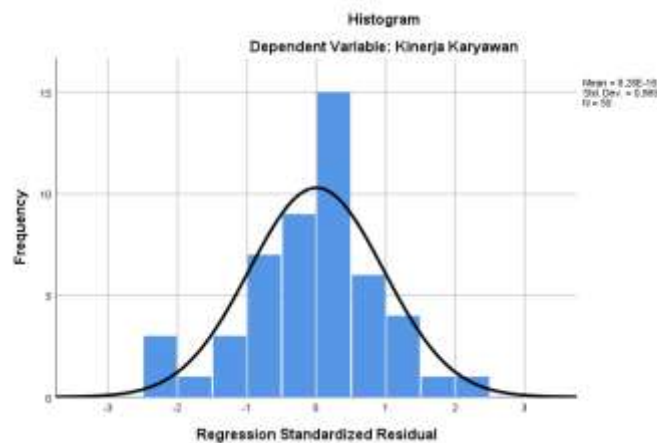
In the data processing table, it can be seen that the scatterplot graph does not have points that form a certain regular pattern, and the points in the scatterplot above spread randomly above and below the number 0 on the y-axis. This means that it shows that there is no heteroscedasticity problem.

This test (scatterplot) is inclined to blunders in reaching determinations. This is on the grounds that the assurance of whether there is an example/furrow of the places in the picture is exceptionally emotional. Certain individuals might say there is no example, yet other say there is an example. There is no unequivocal proportion of when a scatterplot structures an example or not. Choices depend entirely on the perception/vision of the examination.

Normality Test

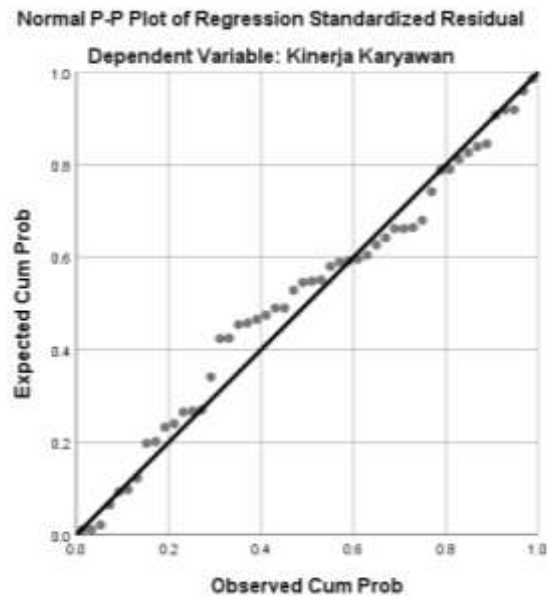
The normality test is said to be normal if the significant level is greater than $> 0,05$. If the significant rate is less than $< 0,05$ then it is not normal. The normality test can be used with histogram, plots, kolmogorov.

Histogram, can be normal if it from a mountain then it can be said to be normal. Based on the output chart display on the processed data, you can see the histogram chart which gives a dissemination design that digresses to one side, and that implies that the information is ordinariness dispersed;



Picture 3. Histogram

P-plots, the distribution of points from the ordinary P-plot image above is reality near a straight line, so it tends to be infer that the leftover (information) are regularly dispersed. This outcome there in accordance with the traditional suspicion of straight relapse with the OLS approach.



Picture 4. P-P Plot

The weakness of the normality test with normal P-plot lies in the near/far criterion of the distribution of points. There is no clear limit on the near or far distribution of points, so it is very possible to draw conclusions wrongly. For example, it is observed that the distribution of points looks reality (meaning normality distribution), but it is not quite close (nor normality distributed). This condition ultimately depends on the subjectivity of the observer (viewer);

Kolmogorov, basis of decision making in the Kolmogorov-Smirnov normality test; if the critical worth (Sig.) is more noteworthy than 0,05 then the exploration information are typically conveyed; if the critical worth (Sig.) is under 0,05 then, at that point, the examination information are not ordinarily disseminated. Its is know that the significant value of Asymp Sig (2-tailed) of 0,063 is greater than $> 0,05$. So according to the basis of decision making in the Kolmogorov-Smirnov normality test above, it can be concluded that the data are normally distributed. This the assumption or requirement of normality in the regression model has been fulfilled.

Table 3. Normality Test

One Sample Kolmogorov - Smirnov Test		
		Unstandardized Residual
N		50
Normal Parameters ^{a,b}	Means	.0000000
	Std. Deviation	1.72400631
Most Extreme Difference	Absolute	.121
	Positive	.075
	Negative	-.121
Test Statistic		.121
Asymp. Sig. (2-tailed)		.063 ^c

Multiple Linear Regression Analysis

Is an analysis that connects more than two variables to decide the extent of the impact of on other variable. the multiple linear regression formula:

$$Y = b_1X_1 + b_2X_2 + b_3X_3 - e$$

Table 4. Multiple Linear Regression Analysis

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficient Beta	t	Sig.
	B	Std. Error			
(Constant)	14.563	2.546		5.720	.000
Kompensasi	.216	.073	.285	.005	.005
Disiplin Kerja	.419	.069	.710	.000	.000
Keselamatan Kerja	-.060	.105	-.068	-.570	.572

There are results from calculations using SPSS version 25, the value of compensation (X1) to employee performance (Y) is 0,285, the value of work discipline (X2) to employee performance (Y) is 0,710, and work safety (X3) to employee performance (Y) of 0,068 can be explained that regression equation obtained as follows; the work safety variable (X3) has a negative value, in work safety applied by PT Megah Bevel Duren Sawit affects further developing representative execution and bringing about lower organization choices, while in the variable of pay and work discipline is increasing, employee performance decision will be higher

Determination Coefficient Analysis (R²)

The coefficient of assurance describes the variety in the influence of independent variable on the reliant factors. Or on the other hand it can likewise be supposed to be the extent of the impact of all autonomous factors on the reliant variable. The worth of the coefficient of assurance can be estimated by the R-Square or Changed R-Square worth. R-Square is utilized when the free factor is just 1 (ordinarily called basic straight relapse), while Changed R-Square is utilized when the free factor is mutiple. In working out the worth of the coefficient of assurance, the creator likes to us R-Square as opposed to Changed R-Square, despite the fact that there is more than one autonomous variable.

Table 5. Determination Coefficient Analysis (R²)

Model Summary ^b				
Model	R	R Square	Adjusted Square	R Std. Error of the Estimate
1	.832 ^a	.692	.672	1.779

a. Predictors: (Constant), Keselamatan Kerja, Kompensasi, Disiplin Kerja

b. Dependent Variable: Kinerja Karyawan

When seen from the R-Square worth of 0,692, it shows that the extent of the impact of compensation, work discipline and work safety variables in employee performance variables is 69,2%. that is, compensation, work discipline, and work security influence representative execution 69,2% while the leftover 30.8% (100 percent - 69,2%) are affected by other variable that are not in the direct relapse mode.

Hypothesis Test

Test t

The t test in various direct relapse is expected to test whether the boundaries (relapse coefficient and steady) that are thought it gauge numerous straight relapse conditions/ models are cored boundaries or not. The right point here is that the boundary can make sense of the way of behaving of the free factor in impacting the reliant variable. The boundaries assessed in direct relapse incorporate capture (steady) and slant (coefficient in straight conditions). In this segment, the t-test is centered around the slant boundary (relapse coefficient) as it were. So the t-test being referred to is a relapse coefficient test.

Like the F test worked with by the SPSS application, the t test can likewise be handily reached inferences. On the off chance that the worth of prob. T count (SPSS yield displayed in the sig section) is more modest than the mistake rate (alpha) 0,05 (which still up in the air) then one might say that free factor (from t count) altogether affects the reliant variable, while if the worth of prob. T count more prominent than the mistake pace of 0,05 then it very well may be said the free factor affects the reliant variable.

Table 6. Coefficientsa
 Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficient Beta	t	Sig.	Collinearity Statistics	
	B	Std. Error				Tolerance	VIF
(Constant)	14.563	2.546		5.720	.000		
Kompensasi	.216	.073	.285	.005	.005	.727	1.376
Disiplin Kerja	.419	.069	.710	.000	.000	.483	2.072
Keselamatan Kerja	-.060	.105	-.068	-.570	.572	.466	2.146

The value of prob t. calculated from the compensation free variable has a slightly significant effect on the employee performance dependent variable at alpha 5%. Additionally, the impact of the free factor of work discipline on the variable tied representative execution, on the grounds that the worth of prob. T count (0,000) which is more modest than 0,05 so one might say that the free factor of work discipline essentially affects the variable attached to representative execution at alpha 5%. As for the independent variable work safety has the opposite direction because the results obtained are negative, in increased work safety actually decreases employee performance. This is because employee performance assumes that work safety applied by PT Megah Bevel Duren Sawit affects further developing representative execution and resulting in lower company decisions, while in the variable of pay and work discipline is expanding, representative execution choices will be higher.

Test F

Model reliability test or on the other hand model practicality test or all the more prevalently alluded to as F test (some likewise call it a synchronous model test) is the underlying phase of distinguishing relapse models that are assessed to be possible or not. Doable (solid) here implies a model that is assessed to be possible to use to make sense of the impact of free factor on the reliant variable. The name of this test is alluded to as the F test, since it follows the F conveyance whose test models resemble *One Way Anova*.

The utilization of SPSS programming makes it simple to reach determinations in this test. On the off chance that the worth of prob. F count SPSS (yield displayed in the sig segment) is more modest than the blunder rate (alpha) 0,05 (which not set in stone) then, at that point, one might say that the assessed relapse model is practical, while if the worth of prob. F count is perfect than the blunder pace of 0,05 then one might say that the assessed relapse model isn't attainable.

Table 7. Test F

		Anova ^a				
Model		Sum of Square	df	Means	F	Sig.
1	Regresion	326.942	3	108.981	34.422	.000 ^b
	Residual	145.638	46	3.166		
	Total	472.580	49			

a. Dependnet Variable: Employee Performance

b. Predictors: (Constant), Work Safety, Work Dsicipline

The result of the F test can be seen in the Anova Aa Table above. The value of prob. F count is visible in the last clumn (sig.). the value of prob. F count (sig.) in the table above the value of 0,000 is less than the significant level of 0,05 so that it can be concluded that the estimated linear regression model in feasible to use to explain the effect of compensation, work discipline, and work safety on variables related to employee performance.

CONCLUSION AND RECOMMENDATION

In view of the consequence of the examination and conversation above, it tends to be finished up as follow; remuneration makes a tremendous difference on the performance of PT. Megah Bevel Duren Sawit East Jakarta. This is evident from the calculation results of the t test, obtained the calculated t1 value for compensation of 0,005 then it can be stated that H1 is Acceptable; work discipline has a significant effect on the performance of PT Megah Bevel Duren Sawit East Jakarta. This is evident from the results of the t-test calculated, obtained a calculated t2 value for work discipline of 0,000. Then it can be stated that H2 is acceptable; work safety has an insignificant value to the performance of PT Megah Bevel Duren Sawit East Jakarta. This is evident from the result of the t-test calculations, obtained a calculated t3 value for work safety of 0,570. Then it can be stated that H3 is not significant, meaning that work security significantly affects representative execution.

SUGGESTION

In view of the examination over, the implication for PT Megah Bevel Duren Sawit East Jakarta; PT Megah Bevel Duren Sawit should be able it increase compensation variables, by increasing employee salaries such has being higher than UMR, providing incentives or bonuses for outstanding employee, it is expected that employee performance will increase. PT Megah Bevel Suren Sawit should improve work discipline by holding and activating attendance optimally so that operational activities can run on time, and the company should also carry out routine socialization activities in the use of wok equipment and discipline employees to wear work clothes according to applicable regulations. Companies also need to improve employee work ethics, so that they are in accordance with applicable norms and expected performance to increase. PT Mega Bevel Duren Sawit should be able to improve work safety variables by focusing closer on signs

connected with the placement of good and should be posted in every item placement.

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