Effect of Occupational Safety and Health (K3) and Work Motivation on Employee Performance at Rumah Batik Tulis Al-Huda Sidoarjo

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Abstract

This research aims to find out the effect of Occupational Safety and Health (K3) and Work Motivation on Employee Performance at Rumah Batik Tulis Al-Huda Sidoarjo. This research uses a quantitative method with a saturated sample technique of 55 respondents. The analysis technique used in SMART PLS. The results showed that K3 and work motivation had a positive and significant impact on employee performance at Rumah Batik Tulis Al-Huda Sidoarjo.

I. Introduction

Nowadays, in globalization eras, there are a lot of significant change in life from various sectors, especially in industrialization sector. One of the main challenges in industrialization sector is in the field of personnel, where the challenge is in managing organizational resources effectively and eliminating ineffective practices. Management is required to always develop new ways to attract and retain high-caliber employees and managers.

Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020). The development of human resources is a process of changing the human resources who belong to an organization, from one situation to another, which is better to prepare a future responsibility in achieving organizational goals (Werdhiastutie et al, 2020). According to Hani Handoko (2017), an organization have to capable to compete. This means that HR is a very valuable asset to maintain and maintain its existence, thus requiring dynamic, professional, and competitive human resources. In addition, ais also needed in clear Standard Operating Procedure (SOP) order to create a maximum performance.

Performance is a condition that must be recognized and assures to particular groups to decide the positive and negative effects of an operational policy. Hasibuan (2017) states that performance is a work outputs accomplished by an individual in doing the tasks assigned to them based on their skills, experiences, sincerity, and time. Performance in the organization is the result to the success or failure of the organizational purpose that have been plan and is a condition that must be known and assured to certain groups to decide the level of achievement of an agency associated with the vision carried out by an organization or company and to recognize the positive and negative impacts of an operational policy. Human resources as workers cannot be separated from troubles related to health and safety

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at work, and work safety and health can be affected of employee performance so as to create job satisfaction for workers.

The issue of Occupational Safety and Health (K3) is not only the responsibility of the government but also the responsibility of all parties, which as employers, workers and the community. Occupational Safety and Health (K3) is the most fundamental thing for the company, because the impact of accidents and works diseases not only harms employees, but also harms the company. Mondy (2015) said that work safety is the protection of employees from injuries could cause by work-related accidents. And Occupational Health mention to Mathis et al. (2015) is a condition that refers to physical, mental and emotional stability in general so as to repair employee performance. Besides K3 highly needed to be executed in the company, the employee's performance is also affected by the mental attitude of someone employee psychologically (prepared mentally, physically, purpose, and situation) to motivate employee performance based on Mangkunagara, 2016)

Hasibuan (2017) declares that motivation is the willingness and sincerity of someone working work well and be disciplined to achieve the peak of work performance. With encouragement or giving strength to do a job in an effort to achieve the desire or fulfillment of needs, it is expected that performance will be better.

The problem of work motivation is also very fundamental for self-actualization. Workers who do not get work motivation will never reach psychological maturity and even will be frustrated. Employees like this will often get daydream, have low morale, get exhausted and bored quickly, have unstable emotions, are frequently absent and do empty activities that have nothing to do with the work to be done. The connection between performance and work motivation has a high level of significance. Performance is measured by the instruments developed in the study which are combined into general performance measures. Hence, it could be seen that employee motivation has a positive impact on employee's achievement. Conditions of motivation then become feedback that will affect performance in the future. So it could be known that the connection between performance and work motivation is a continuous system (Handoko, 2016).

Rumah Batik Tulis AL-Huda is one of the home industries for hand-drawn batik craftsmen with SNI quality. Every year Batik Tulis AL-Huda always sponsors batik clothing at youth events such as the Guk and Yuk Sidorjo elections, East Java Raka-Raki, to Miss Tourisme Queen International. Thus, the quality of AL-Huda's Batik Tulis cannot be doubted. In addition, the market share to the international scene makes Batik Tulis AL-Huda always flooded with orders both locally and internationally. From this considerable potential, the quality and quantity of AL-Huda's Batik Tulis must be maintained and developed so that its existence as one of the producers of batik typical of Sidoarjo does not fade. However, based on observations that have been made by the production of the Rumah Batik Tulis AL-Huda for the past 3 years, the company was unable to meet the production targets set by the company due to less than optimal employee performance, this could be shown in Table 1 below:

Table 1. Employee Performance Recapitulation Rumah Batik Tulis AL-Huda Sidoarjo

Year	Company Production Target (batik fabric)	Number of Completed Batik Fabrics	Percentage of Achievement (%)
2018	6500	6200	95,4 %
2019	6000	5686	94,8 %
2020	5700	5366	94,1 %

Source: *Employment Data Year (2018-2020)*

Table 1 illustrates that from 2018 to 2020 we still have not been able to fully achieve the target, in order to meet the stock of consumer orders and the stock in the showroom. It is indicated that the cause of the non-achievement of the company's production targets is the lack of effectiveness and efficiency of employees at work. Anjani (2014) mentions that performance is the outcomes or tier of success of an individual as an entire during a certain period while doing tasks compared to many possibilities, for example work standards, targets or principle that have been decided in advance and have been each agreed upon.

When reviewing the conditions in the field, the researchers found quite surprising incidents related to Occupational Health and Safety (K3), which is the employees did not use footwear when making batik, rarely used rubber gloves and safety shoes during the coloring process, and the employees were less controlled in the use of masks. So that it can endanger employees if this continues. These factors can cause employees to feel less comfortable at work. Then, this can result in employees not coming to work due to illness, resulting in the company not being able to achieve the predetermined production targets. According to (Marom & Sunuharyo, 2018) Accidents and occupational diseases will cause negative things, namely in the form of economic and material losses. Accidents and illnesses can also cause an employee to get minor or serious injuries that can cause death.

According to the results of observations that have been made, researchers see that many employees at the Rumah Batik Tulis AL-Huda Sidoarjo at work often do not come to work which results in less than optimal production results and not achieving production targets. This could be shown in table 2 below:

Table 2. Recapitulation of Employee Attendance

No.	Year	Number of Employees (persons)	Attendance			
			S	I	A	Total
1.	2018	55	102	23	22	147
2.	2019	55	109	24	21	154
3.	2020	55	116	26	24	166

Source: *Employee Data Year (2018-2020)*

Table 2 illustrates that there are still many employees who often do not come to work and most of the absences are due to illness. From this it can result in less than optimal employee performance and the impact on the production targets set by the company are not achieved. According to (Marom & Sunuharyo, 2018) Accidents and occupational diseases will cause negative things, namely in the form of economic and material losses. Accidents and illnesses can also cause an employee to get minor or serious injuries that can cause death. According to (Marom & Sunuharyo, 2018) protection from hazards due to the work environment and disease is needed for employees to feel safe and comfortable while working. Healthy employees will work more productively so that the productivity of the company increases and companies that have productive employees will make the company more effective in achieving its goals. Because a great company is a company that really preserves the safety and health of its employees by creating regulations on Occupational Safety and Health (K3) implemented by all employees and company leaders.

On the other hand, according to the results of an interview with Mr. Nurul Huda as the owner and founder of Rumah Batik Tulis AL-Huda (2021) said that employees also experience problems with work motivation, which can be seen in the weakness of enthusiasm of employees. Researchers notice the lack of superiors in providing awards for

employees who excel at work, especially for those who are able to achieve company targets. The lack of appreciation given by superiors to employees is indicated to affect employee motivation at work. The reward system in the organization must be planned and implemented properly to build more positive behavior that would be directly give positive impact on employee performance, said Njanja et al., (2013).

II. Review of Literature

2.1 Employee Performance

Based on Mangkunegara (2016) accomplishment is the output of work from both quality and quantity which reached from an employee by doing his duties appropriate with the responsibilities given to him. Hasibuan (2017) argues that performance is a result of work goal by an individual by doing the duties presented to him based on skill, experience and sincerity and time.

Employee Performance Indicators

Performance indicators as stated by Chester I. Barnard (in Prawirosentono, 2017), are as follows:
a. Effectiveness and Efficiency

The effectiveness of an organization if the purpose of an organization could be reached appropriate with the organized needs, the efficiency is connected to the number of sacrifices happened in reaching purposes.
b. Competency and Responsibility

From this case, competency is that a person has to order other people (subordinates) to handle the duties presented to every ancillary in an organization. While responsibility is an inseparable part or as a result of the ownership of the authority. When there is authority, it means that responsibility will come surely.
c. Discipline

Discipline when respecting usable laws and regulations. A discipline employee is the adherence of the employee related in respecting the work agreement where the employee works.
d. An individual's Initiative

Initiative is connected to the power of mindset, creativity in the shape of thoughts for something connecter to organizational goals. Turns out, each initiative gets attention or positive response from superiors.

2.2 Occupational Safety and Health (K3)

Mangkunegara (2015), states that Occupational Safety and Health (K3) is a mindset and venture to make sure the integrity and perfection of two things which are physical and spiritual labor in particular, and society in common, the work and culture for becoming a fair and affluent society.

Indicators of Occupational Safety and Health (K3)

According to Suma'mur (2014) and Rozarie (2017) indicators of occupational safety and health are:
a. Workplace

The workplace is the location where employees carry out their work activities.

b. Machinery and Equipment

Machinery and equipment are part of the operational activities in the production process which are usually in the form of heavy and light equipment.

c. The state and condition of the employee

state and condition of the employee is a condition experienced by the employee at work that supports activities at work.

d. Work

The work environment is a wider environment than the workplace that supports employee activities at work.

e. Employee protection

Employee protection is a facility provided to support employee welfare

2.3 Work Motivation

Hasibuan (2017) mentions that motivation is an urge of incetive and a booster on willingness to work; Each persuasive has a specific purpose to be reached. Pamela, nd (2015), declares that motivation is the guidance to a successful organization to maintain the continuity of work in the organization with a strong way and help to survive. Motivation is giving the correct clue or way, resources and bounties to keep them spirited and attracted in working the way you wish them for.

Indicators of Work Motivation

According to Herzberg (in Notoatmodjo, 2015), explaining the indicators of work motivation are:

a. Achievement

The possibility of employees achieving work performance

b. Recognition

The amount of recognition given to employees for their performance

c. The work it self

The size of the challenges felt by employees from their work.

d. Responsibility

The size of the responsibility given to an employee

e. Advancement

The possibility that employees can advance in their work

f. The possibility of growth

The possibility of employees developing in their work

2.4 Conceptual Structure
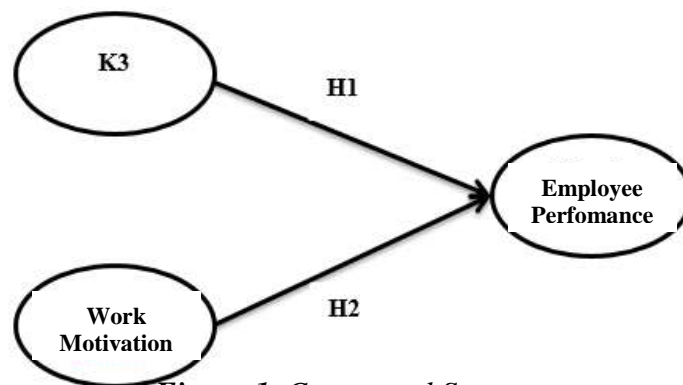
Figure 1. *Conceptual Structure*

2.5 Research Hypotheses

According to the academicals basse and structure of thought above, the hypothesis proposed in this study is as follows:

H1: Occupational Safety and Health (K3) has a positive and important impact on employee's achievement.

H2: Motivation has a positive and prominent influence on employee accomplishment.

III. Research Method

3.1 Measurement of Variables

According to (Sugiyono, 2013), the measurement scale applied in this study is the Likert scale or what is usually referred to as the ordinal scale. The Likert scale is a scale used to gauge behaviors, thought, and point of views of an individual / group of people about the phenomenon. This scale is highly applied because it is simple to produce, free to declare involved declaration, superior reliability and usable in certain applications. With a scale Likert, the variables to be measured are explained into variable indicators. Then the indicator is used as a starting point for compiling instrument items which can be in the shape of expressions/inquiries. This study uses a declaration with a scale of 5, this scale is easy to use for research that focuses on respondents and objects.

The indicators above are measured by a Likert scale which has 5 levels of answer preference, each of which has a score of 1-5 from sturdily disagree to sturdily agree, as could be explained below:
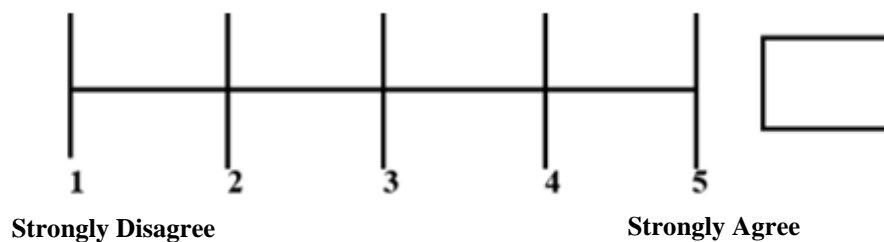
Figure 2. *Likert Scale*

Sturdily Agree (SS)	= given a score of 5
Agree (S)	= given a score of 4
Comparatively agree (CS)	= given a score of 3
Disagree (TS)	= given a score of 2
Sturdily Disagree (STS)	= given a score of 1

In this research, the respondents are must choose one of the five categories of answers that have been prepared, then each answer will be given a particular score. Respondent's points will be sum up and become the total point, this total point will be deciphered as the respondent's position on the Likert scale.

3.2 Population, Sampling and Sampling Techniques
a. Population

Population is a collection of cases that need to meet the requirements related to research problems (Arikunto, 2012). The population of the Rumah Batik Tulis AL-Huda is a total of 55 production employees.

b. Sample

Arikunto (2012) says that the sample is part or delegate of the population studied. The amount of samples in this research were 55 employees of the production division at Rumah Batik Tulis AL-Huda Sidoarjo using saturated samples.

c. Sampling Technique

Based on Sugiyono (2013), the sampling technique is a sampling technique based on the existing population. So in this research is applying saturated sampling. Sugiyono (2015) mentions that saturation sampling is a technique when all fellow of the population are applied as samples. The reason why this way did is because the population is quite small, another term for saturated sample is a census in which all fellow of the population are sampled.

3.3 Data Collection Techniques
a. Types of Data

Types of data to be used in this study consist of 2 types, namely primary data and secondary data, namely:

1. Primary Data
   According to (Sugiyoo, 2017), data that is collected and processed by an organization or person directly from the object. The main data in this study were got from questionnaires filled by respondents, as well as: identity and responses of respondents about achievment, work motivation and Occupational Health and Safety (K3).
2. Secondary Data
   (Sugiyono, 2017) states that data is data obtained in a ready-made form, which has been collected and processed by other group. Secondary data was got from the Rumah Batik Tulis AL-Huda Sidoarjo.

b. Data Collection Methods

1. Interview
   Data collection by interview is an attempt to collect information by asking a number of questions orally to be answered orally as well.
2. Questionnaire
   Filling out a list of questions which is a form of indirect interview. Respondents are given a list of questions, and respondents are invited to answer themselves.

3.4 Analysis Techniques and Hypothesis Testing

Based on (especially economics, Herman Wold, 1996) Partial Least Square (PLS) is a system for constructing predictable models when there are too many factors. PLS was first developed by Wold as a common technique for estimating the path model using latent variables with various indicators. PLS is also a factor indeterminacy of a strong analytical system because it does not assume that the data have to be measured at a certain scale, the number of samples is tiny. At the beginning, the Partial Least Square originated in the social sciences.

This model was built as a back-up for situations where the academicals basis for the scheming of the model is poor or the available indicators do not full the reflection measurement model. Besides being able to be used as a confirmation of theory, PLS can also be applied to build relationships for which there is no academicals basis or to test propositions.

Ghozali (2008) claims that PLS is in the use of structural equation models to test theories or develop theories for prediction purposes by. In situations where research has a strong theoretical basis and theory testing or theory development is the main objective of research, then the covariance based method (Generalized Least Squares) is more appropriate. Nevertheless, the indeterminacy of the score factor estimation will lose the prediction accuracy of the theory test.

IV. Results and Discussion

4.1 Results
a. Interpretation of PLS Data Processing Results
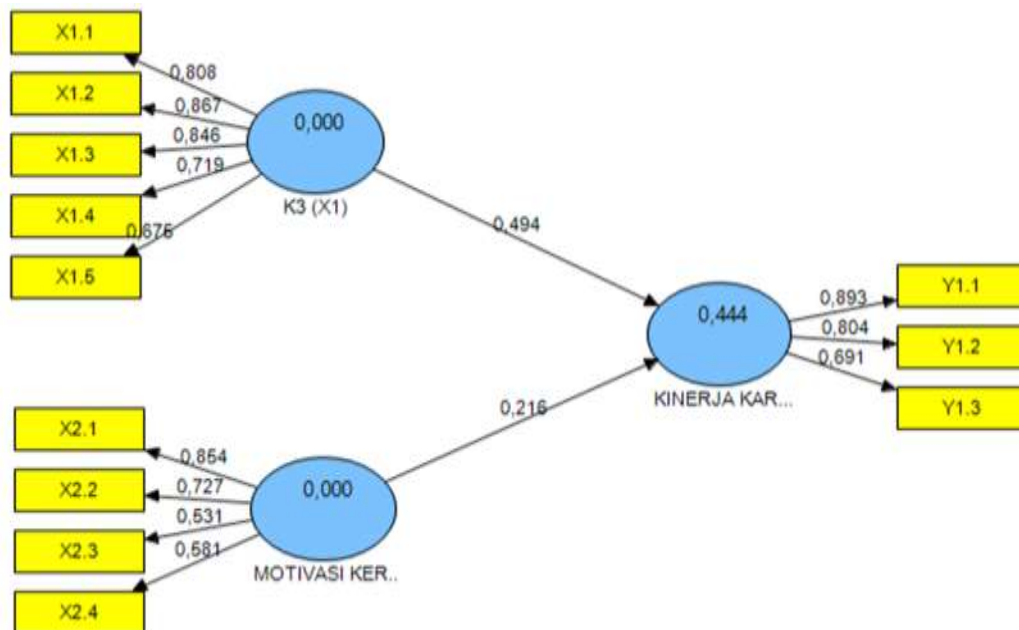
Source: Data Output SmartPLS

Figure 3. *Conceptual Model with Factor Loading, Path Coefficient dan R-Square*

From the PLS output image above, it can be seen the magnitude of the factor loading value of each indicator which is located above the arrow between the variables and indicators, also it can be seen the magnitude of the path coefficients which are above the arrow line between the exogenous variables and the variable.

b. Outer Model (Measurement Model and Indicator Validity)

The measurement model in this study uses exogenous variables with reflective indicators including K3 and Work Motivation variables, as well as endogenous variables, namely Employee Performance. To measure the validity of an indicator, one of them is based on the output of the Outer Loading table, namely by notice the value factor loading, because in this modeling all indicators use reflective, then the table used is the output Outer Loadings.

Table 3. Outer Loadings (Mean, STEDV, T-Values)

	Factor Loading (O)	Sample Mean (M)	Standard Deviation (STDEV)	Standard Error (STERR)	T Statistics (|O/STERR|)
X1.1 <- K3 (X1)	0,807961	0,806329	0,033728	0,033728	23,955338
X1.2 <- K3 (X1)	0,866618	0,865531	0,029482	0,029482	29,394839
X1.3 <- K3 (X1)	0,845910	0,844088	0,036460	0,036460	23,200831
X1.4 <- K3 (X1)	0,719389	0,718622	0,043635	0,043635	16,486392
X1.5 <- K3 (X1)	0,675367	0,673488	0,060234	0,060234	11,212326
X2 .1 <- WORK MOTIVATION (X2)	0,853874	0,850200	0,040039	0,040039	21,325877
X2.2 <- WORK MOTIVATION (X2)	0,726629	0,721529	0,066849	0,066849	10,869785
X2 .3 <- WORK MOTIVATION (X2)	0,531158	0,492126	0,214352	0,214352	2,477973
X2.4 <- WORK MOTIVATION (X2)	0,581199	0,568803	0,136056	0,136056	4,271748
Y1 .1 <- EMPLOYEE PERFORMANCE (Y)	0,892605	0,893715	0,022747	0,022747	39,240391
Y1.2 <- EMPLOYEE PERFORMANCE (Y)	0,803732	0,804555	0,038547	0,038547	20,850453
Y1 .3 <- EMPLOYEE PERFORMANCE (Y)	0,691118	0,680867	0,086360	0,086360	8,002715

Source: Researcher's Data Processing Results, 202

From the table above, the validity of the indicator is measured by giving notice at the Value Factor Loading from the variable to the indicator, it is told to have sufficient legality if it is greater than 0.5 and or the T-Statistic value is greater than 1.96 (Z value in = 0.05). Factor Loading is a correlation between indicators and variables, if it is greater than 0.5, the validity is considered fulfilled as well as if the T-Statistic value is bigger than 1.96 then the meaning is fulfilled.

According to the outer loading table above, all reflective indicators on the K3, Work Motivation, and Performance show variables factor v loading (original sample) is bigger than 0.50 and or important (T-Statistic value is more than Z value = 0.05 (5%) = 1.96), thus the estimation results of all indicators have met Convergent validity or good validity.

Measurement of indicator validity can also be seen from thetable Cross Loading, if the loading factor value of each indicator in each variable is greater than the loading factor of each indicator on other variables, then the loading factor told become valid, but if the loading factor value is smaller than the indicator of other variables, it is mentioned become invalid.

Table 4. Cross Loading

INDICATORS	K3(X1)	EMPLOYEE PERFORMANCE (Y)	WORK MOTIVATION (X2)
X1.1	0.807961	0.459938	0.473663
X1.2	0.866618	0.627780	0.699128
X1.3	0.845910	0 ,564198	0.606040
X1.4	0.719389	0.474492	0.508200
X1.5	0.675367	0.376045	0.500493
X2.1	0.676099	0.590720	0.853874
X2.2	0.486206	0.381763	0.726629
X2.3	0.247247	0.109754	0.531158
X2.4	0.367934	0.176650	0.581199
Y1.1	0.519147	0.892605	0.505849
Y1.2	0.603665	0.803732	0, 504569
Y1.3	0.406895	0.691118	0.330306

Source: Researcher Data Processing Results, 2021

From the results of cross loading data processing, all factor loading values are obtained in each indicator both variables K3, Work Motivation, and Performance showing the loading value a factor that is greater than the loading of indicator factors from other variables, so it can be said that the entire indicators in this research are valid or have good validity.

Table 5. *Average Variance Extracted*

	AVE
K3 (X1)	0,618606
EMPLOYEE PERFORMANCE (Y)	0,640124
WORK MOTIVATION (X2)	0,569253

Source: Researcher's Data Processing Results, 2021

The fore measurement model is the *Average Variance Extracted (AVE)* value, which is the grade indicating the magnitude of the indicator variance contained by the latent variable. Convergent AVE value greater than 0.5 indicates a good adequacy of validity for the hidden variable. On variable Reflective indicators can be seen from the *Avarage variance extracted (AVE) value* for each construct (variable). A nice model is required if the AVE value of every construct is bigger than 0.5.

The AVE test results for the K3 variable (X1) are 0.618606, the Work Motivation variable (X2) is 0.569253, and Employee Performance (Y) is 0.640124**, the** three variables show a grade of more than 0.5**,** so overall the variables in this research mentioned to have good validity.

c. Reliability Test

Composite reliability is an index that indicates the level to which a measuring instrument could be trusted to be relied on. If an equipment is used twice to measure the same symptoms and the measurement outcomes get are relatively consistent, then the equipment is reliable. In other words, reliability shows a consistency of measuring instruments in the same phenomenon. The complete outcomes could be shown in the following table:

Table 6. *Reliability* Data

	Composite Reliability
K3 (X1)	0,889362
EMPLOYEE PERFORMANCE (Y)	0,840753
WORK MOTIVATION (X2)	0,773535

Source: Researcher Data Processing Results, 2021

The reliability of the construct as measured by the grade of combination reliability, a credible construct if the value of composite reliability is above 0.70, the indicator is said to be consistent in measuring the hidden variable.

The outcomes of the test Composite Reliability show that the K3 variable (X1) is 0.889362, the Work Motivation variable (X2) is 0.773535, and Employee Performance (Y) is 0.840753, the three variables show the value Combination Reliability above 0.70 so it means that all variables in this research is credible.

d. Correlation Testing

Table 7. Correlation Test

	OSH (X1)	EMPLOYEE PERFORMANCE (Y)	WORK MOTIVATION (X2)
OSH (X1)	1,000000		
EMPLOYEE PERFORMANCE (Y)	0.749081	1.000000	
WORK MOTIVATION (X2)	0.718240	0.570602	1.000000

Source: Researcher Data Processing Results, 2021

In PLS the relationship between variables or constructs can be correlated with one another, be it exogenous and endogenous variables, or exogenous variables with exogenous as shown in the table of *hidden variable correlations* above. The connection between variables with each other has a maximum correlation value of 1, the closer the value to 1, the better the correlation.

From the table of *hidden variable correlations* above, the average correlation value between one variable and another tells the average correlation value. The highest correlation value is between the K3 variable (X1) and Employee Performance (Y) of 0.749081, it can also be stated that among the variables in the research model, the connection between the K3 variable (X1) and Employee Performance (Y) shows a connection which is stronger than the connection between other variables, it can also be

interpreted that in this research model the high and low employee performance is more influenced by the K3 variable than the work motivation variable.

e. Constructional Model Testing (Inner Model)

Examination of the constructional model is done by giving a notice at the R-Square grade which is latest compatibility model. The inner model test can be known from the R-square grade in the equations between hidden variables. NilaiR2 tells how large exogenous (independent / free) in the model is able to clarify the endogenous variables (dependent).

Table 8. R-Square

	R Square
K3 (X1)	
EMPLOYEE PERFORMANCE (Y)	0.443822
WORK MOTIVATION (X2)	

Source: Researcher Data Processing Results, 2021

R value2 = 0.443822. This can be deciphered that the model is capable to spell out the phenomenon of Employee Performance which is influenced by independent variables, including K3 and Work Motivation with a variance of 44.38% while the remaining 55.62% is clarified by other variables outside of this research (besides K3 and Work Motivation). Furthermore, the path coefficient on the inner model. Hypothesis testing with inner weights.

Table 9. Path Coefficients (Mean, STDEV, T-Values)

	Path Coeffieients (O)	Sample Mean (M)	Standard Deviation (STDEV)	Standard Error (STERR)	T Statistics (|O/STERR|)
K3 (X1) -> EMPLOYEE PERFORMANCE (Y)	0.494189	0.499793	0.101994	0 ,101994	4,845282
WORK MOTIVATION (X2) -> EMPLOYEE PERFORMANCE (Y)	0.215656	0.222753	0.102614	0.102614	2.101628

Source: Researcher Data Processing Results, 2021

a. K3 (X1) has a positive impact for Employee Performance (Y) is appropiate, with *path coefficients* of 0.494189, and a *T-statistic value* of 4.845282 > 1.96 (from the table value Zα = 0.05), it is **significant (positive).**
b. Work Motivation (X2) has a positive effect on Employee Performance (Y) is appropiate, with *path coefficients* of 0.215656, and a *T-statistic value* of 2.101628 > 1.96 (from the table value Zα = 0.05), then **Significant (positive)**

4.2 Discussion
a. Effect of K3 on Employee Performance

According to the outputs of the tests that have been executed, the outputs exhibit that the K3 variable has a positive effect on employee performance with a path coefficient of

0.494189, and a T-statistic value of 4.845282 > 1.96 (from the table value Zα = 0, 05). This shows that good K3 can affect employee performance. Based on research conducted by Setiono (2018), K3 has an important impact on employee achievment at PT Pelindo III. Furthermore, research conducted by Aprilia and Prihatini (2016) states that K3 is a variable that can influence employee performance at PT PLN (Persero) UPJ Semarang. Research conducted by Bhastary and Suwardi (2018) shows that research on the hypothesis shows that the Occupational Safety and Health (K3) variable has an important impact on employee performance. Mentioned by Irawan (2020) the outcomes tell that K3 has a prominent impact for employee's achievement.

Based on various research sources that support the results of research conducted at this time, it shows that the practice of K3 at Rumah Batik Tulis AL-Huda has been carried out optimally because it has a prominent impact on employee performance.

b. The Impact of Motivation on Employee's Achievement

According to the outcomes of the tests that have been performed, the outcomes show that the work motivation variable has a positive impact for employee's achievment with a path coefficient of 0.215656, and a T-statistic value of 2.101628 > 1.96 (from the table value Zα = 0 ,05). This is stated by research explained by Ekhsan (2019) exhibit that work motivation variables influence the performance of PT Syncrum Logistics employees. Research conducted by Mudayana (2020) also shows that work motivation variables have a prominent impact on employee's accomplishment at Nur Hidayah Hospital, Bantul. Moreover, according to Akbar et al. (2020) indicates the outputs that the motivation variable on employee performance in the form of giving rewards at PT. Muslim Gallery Indonesia with high yields. In addition, research satted by Susanto (2019) also exhibits the outcomes that work motivation variables have a important impact for employee's performance in the Sales Division of PT Rembaka Surabaya.

Based on various sources of research supporting the results of current research shows that employee motivation at Rumah Batik AL-Huda in various forms has been performed optimally by company with positive and significant impact on the performance of employees.

V. Conclusion

This study provides empirical proof regarding the impact of K3 and work motivation on employee's achievement. This research applied a sample of 55 respondents, who were employees of the Rumah Batik Tulis AL-Huda. The results shown that:
1. K3 have a contribution to employee's performance.
2. Work motivation has a contribution to employee performance.

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