

Effect of Occupational Health on Employee Performance

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Abstract

Human resources are one of the important components in the role of advancing and developing a company. Without human resources with good quality, the company will find it difficult to run optimally. Therefore, human resources must be managed properly in order to produce a quality performance in achieving company goals. The purpose of this study is to analyze effect of occupational health on employee performance. This research uses explanatory research. The population of this study are all employees of CV Total Listrik Perkasa which consisted of 50 employees. From a population consisting of 50 employees contained in CV Total Listrik Perkasa, this study took all samples from that population. This study uses data analysis of partial test (t). The results show that occupational health has a positive and insignificant effect on employee performance.

Keywords

human resources; occupational health; employee performance



I. Introduction

Human resources are one of the important components in the role of advancing and developing a company. Without human resources with good quality, the company will find it difficult to run optimally. Therefore, human resources must be managed properly in order to produce a quality performance in achieving company goals. 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).

Performance is the result of a process carried out by someone in a company to produce goods or services. Employee performance is individual, that's why each employee has a different level of qualification in carrying out their respective duties. Performance can influence the company in determining the development or decline of the company. If the employee's performance is good, it will have a positive impact on the company and vice versa if the employee's performance is bad, it will have a negative impact on the company.

Fulfillment of the right to health is a maintenance effort within the company to keep employees in the work environment. Taking care of the health of employees is one component that can affect employee performance, because working conditions are optimal, employees will work well.

According to Rivai (2004) performance is a real behavior that is displayed by everyone as work performance produced by employees according to their role in the company. Health is closely related to employee performance. Humans are the main resource in running a company, therefore employees must get special attention from the company so that the human resources owned by the company can contribute optimally in achieving company goals.

Occupational health is everyone's problem because work is a part of life. People need work in order to earn income to meet their needs and it is known that work can cause health problems as well as health can affect work.

There are still many companies that do not consider health to be important because they are seen as only adding to costs and trivial things. This attitude can cause discomfort and reduce performance at work. Occupational health is a condition free from physical and psychological disturbances caused by the work environment. Health risks can occur due to various factors in the work environment that work beyond the specified time period and the environment that causes stress or physical disturbances.

When an employee is accepted with a healthy status, the employee has the right to continue to have a healthy status as long as they work and until the end of the employee's working relationship with the company.

Especially during a pandemic like this for employees who still have to work, it is very important to be careful and maintain health so that they are free from the current virus. Companies definitely want their employees to stay healthy so that the company can continue to run well.

CV Total Listrik Perkasa is a distributor of electrical equipment in the form of cables, lights, fans, and various other electrical equipment. The main product of this company is Visicom branded power cable. CV Total Listrik Perkasa is located at Jalan Cirebon Number 49, Pasar Baru, Medan Kota with a total of 14 employees. The average age of employees working here is over 30 years old. The ratio of the percentage of ages above and below 30 years is 64% and 35%, therefore the health of employees at CV Total Listrik Perkasa really needs to be considered.

CV Total Listrik Perkasa prioritizes occupational health on its employees so that employee welfare can be fulfilled and the company's goals are achieved.

The purpose of this study is to analyze effect of occupational health on employee performance.

II. Review of Literature

2.1 Occupational Health

Occupational health is a protection for employees and where employees get the best possible health and are free from disturbances both physically, spiritually and socially, with treatment and prevention efforts against various diseases or health problems that occur due to work stress or the work environment as well as general illnesses other.

Health is an important thing that needs to be considered by the company so that with occupational health employees will benefit materially because they are less likely to be absent due to illness and reduce the risk of contracting diseases from fellow co-workers.

That way the work environment will still feel comfortable so that employees can work with better productivity.

According to Husni (2005), occupational health is a part of health science which aims to make the workforce obtain a perfect state of health both physically, mentally, socially, so that they can work optimally. Meanwhile, according to Mangkunegara (2001) the occupational health program shows a condition that is free from physical, mental, emotional or pain disorders caused by the work environment.

Occupational health is the avoidance of diseases that may arise after starting work. Occupational health is an effort and condition that allows a person to maintain his health condition at work.

According to the International Labor Organization and the World Health Organization, occupational health is the implementation and maintenance of the highest degree of physical, mental and social health of workers in all occupations, prevention of health problems of workers caused by working conditions, protection of workers against risk factors that interferes with the health, placement and maintenance of workers in the work environment according to their physical and psychological abilities, and in conclusion is the adjustment of work for humans to their work.

It can be concluded that occupational health is an effort to maintain and create conditions for employees in a healthy condition and free from mental, physical and social disturbances that can be caused by the work environment so that employee performance can apply optimally.

Occupational health is an effort to keep employees from doing things that are detrimental to their work. The following are indicators of occupational health as follows:

1. Free from Physical and Psychological Disturbance

Circumstances and conditions where employees are free from physical and psychological disorders from their work environment which will encourage productivity and the resulting performance.

2. Work According to the Specified Time

Working according to the time that has been scheduled by the company will reduce the level of boredom and boredom of employees, and this will definitely make employees free from the risk of work stress.

3. Employee Protection

Employee protection is intended to guarantee the basic rights of employees without discrimination on any basis to realize employee welfare. Employee protection is a facility provided to support employee welfare.

In Indonesia, the things that are mostly done in the service of occupational health efforts in the workplace are:

1. Efforts on occupational health are carried out in a plenary, tiered and integrated manner.
2. Occupational health services are an integral activity of primary and referral health services.
3. Occupational health services are strengthened by information systems, surveillance and service standards in accordance with laws and regulations and science and technology.
4. Improving the quality of comprehensive occupational health services.
5. Improved coordination of the implementation of occupational health efforts at the national, provincial, district or city, sub-district and sub-district or village levels.
6. Empowering puskesmas as an effective service network in the field of occupational health for the working community, especially in the informal sector.

2.2 Employee Performance

Performance comes from the word performance which means the result or work performance. Actually, performance is how the work process takes place. Performance is the result of work that can be achieved by a person or group in an organization in accordance with their respective responsibilities and authorities in an effort to achieve company goals. Performance can be used as an evaluation material for the company because with the performance, the company can measure the capacity and evaluate the performance of employees and the company.

Performance is the overall work process of the individual whose results can be used as a basis to determine whether the individual's work is good or otherwise.

Meanwhile, according to Mangkunegara (2011) performance is the result of work in quantity and quality achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. The intended quantity is measured by the amount of work completed by employees, while the quality is smoothness, cleanliness, and accuracy in terms of work results. Performance can also be interpreted as a result of one's efforts achieved by the presence of abilities and actions in certain situations that will make the performance as a result of the relationship between effort, ability, and job description.

Bangun (2012) states that performance is the result of work that employees want to achieve based on job requirements. While Hasibuan (2013) suggests that performance is the result of work achieved by a person in carrying out the tasks assigned to him based on skills, experience, and sincerity and time.

Employee performance can be interpreted as the achievement of tasks in which employees at work must be in accordance with the organization's work program to show the level of organizational performance in achieving the vision, mission, and goals of the organization because good performance is a step to achieve organizational goals so that efforts need to be made to improve performance.

It can be concluded from the understanding of performance according to experts that employee performance is the result of work achieved by employees in carrying out the assigned tasks both in quality and quantity in accordance with responsibilities and authorities based on skills, experience, and sincerity over time.

Performance is the output produced by the functions or indicators of a job or a profession within a certain time. Employee performance is a person's willingness to carry out an activity and perfect it according to his responsibilities in accordance with the expected results.

Employee performance is very important as an indicator in advancing and achieving company goals.

According to Dharma (2003), the performance indicators consist of three indicators, namely:

1. Quantity of Work

Quantity is the amount to be completed or achieved. Quantitative measurement involves calculating the output of the activity implementation process. This is related to the amount of output produced.

2. Quality of Work

Quality is the quality that must be produced. The qualitative measurement of the output reflects the measurement of the level of satisfaction, that is, how well it is completed.

3. Punctuality

Punctuality is in accordance with the planned time. Measurement of timeliness is a special type of quantitative measurement that determines the timeliness of completion of an activity.

There is also a so-called performance management strategy which includes:

- 1.Improved performance in achieving organizational and individual effectiveness so that the right things are carried out successfully.
- 2.Performance management strategy regarding employee development. Management improvement will not be achieved unless there is an effective process of continuous development.
- 3.Performance management strategies regarding satisfying the needs and expectations of all relevant parties, such as the organization, owners, management, employees, customers, suppliers, and the community.
- 4.Performance management strategy regarding communication and engagement. It aims to create a climate, in which ongoing dialogue between leaders and team members takes place to set expectations and share information about mission and values.

III. Research Method

This research uses explanatory research. Explanatory research is research that explains the relationship between variables through hypothesis testing (Octiva et al., 2018; Pandiangan, 2018). Based on this explanation, it can be seen that explanatory research can be useful to explain the influence of the variables tested using statistical testing. This study uses a quantitative approach with a survey method, namely research that takes samples from the population and uses a questionnaire as a data collection tool (Asyraini et al., 2022; Octiva, 2018; Pandiangan, 2015).

Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics (Jibril et al., 2022; Pandiangan et al., 2018; Pandiangan, 2022). The population of this study are all employees of CV Total Listrik Perkasa which consisted of 50 employees. The sample is part of the population (part or representative of the population studied), if the population is large and it is impossible for the researcher to examine everything in the population, for example due to limited funds, time or energy, the researcher can use samples taken from the population (Octiva et al., 2021; Pandiangan et al., 2021; Pandia et al., 2018). From a population consisting of 50 employees contained in CV Total Listrik Perkasa, this study took all samples from that population.

This study uses data analysis of partial test (t). Partial test (t) basically shows how far the influence of one explanatory variable (independent) individually in explaining the variation of the dependent variable (Pandiangan et al., 2022; Tobing et al., 2018).

IV. Result and Discussion

4.1 Brief Company History

CV Total Listrik Perkasa is a company engaged in the sale of electrical equipment. The company is founded in 2000 under the name Total Listrik and later changed to CV Total Listrik Perkasa since 2019. CV Total Listrik Perkasa is located at Jalan Cirebon Number 49, Pasar Baru, Medan City, North Sumatra Province.

The company's main income is the sale of cables and light bulbs. The company's sales come from domestic and foreign sales. CV Total Listrik Perkasa strives to compete with other companies to provide better service every day. That way CV Total Listrik Perkasa will be more reliable for consumers.

The company's vision is to create a trusted and highly competitive company that is always able to provide optimal benefits.

The company's mission is to prioritize customer satisfaction by providing high quality products with guaranteed quality and highly competitive prices, conducting integrated business activities based on strong commercial principles.

The organizational structure is the most important part in a company or agency because to carry out company activities it must be arranged in such a way by separating the functions between leaders and implementers so that an organizational structure is drawn up to produce good cooperation so that company goals can be achieved.

The job descriptions of each section are as follows:

1. President Director
 - a. Coordinate company activities and report directly to the board of directors.
 - b. The highest decision maker in the company.
 - c. Representing the company in relation to the outside world of the company.
2. Salesman
 - a. Conduct prospects and target customers or buyers according to company needs.
 - b. Introducing the company's products to increase sales.
3. Bookkeeping
 - a. Record transactions.
 - b. Making financial reporting.
 - c. Processing the company's receivables and payables.
 - d. Make an annual report.
4. Administration
 - a. Receive phone calls.
 - b. Create an office agenda.
 - c. Perform data archives.
5. Driver
 - a. Deliver or pick up company goods.

4.2 Partial Test (t)

Partial test (t) is carried out to determine the significant effect of the dimensions of the independent variable partially on the dependent variable, it could be done with the t test.

Table 1. Partial Test (t)
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	30.081	11.444		2.628	.022
1 Occupational Health	.079	.343	.067	.232	.821

a. Dependent Variable: Employee Performance

Source: Primary Data Processing from SPSS

The results show that occupational health has a positive and insignificant effect on employee performance.

V. Conclusion

The results show that occupational health has a positive and insignificant effect on employee performance.

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