

The Influence of Work Environment, Work Discipline and Occupational Health Safety on The Performance of Employees PT PLN (Persero) Pangkalan Brandan Customer Service Unit

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ABSTRACT

This research aims to determine the influence of the work environment, work discipline and occupational health safety on the performance of PT PLN (Persero) Pangkalan Brandan Customer Service Unit. The sample used in this research was 50 respondents, and the sample was determined using saturated sampling. The data analysis method uses multiple linear regression analysis, t-test, F test, and coefficient of determination test. From the multiple linear regression analysis, the regression equation $Y = 3.434 + 0.551X_1 + 0.033X_2 + 0.634X_3$. From the t-test, it is known that partially, the work environment and occupational safety and health variables have a significant effect on employee performance. In contrast, the work discipline variable partially shows that work discipline has an insignificant effect on employee performance. From the F test, it is known that the work environment, work discipline and occupational health safety simultaneously have a significant effect on employee performance.

Keywords: Work environment, work discipline, occupational health safety, employee performance.

1. INTRODUCTION

For companies, human resources (HR) are important things that must be considered in achieving goals and determining the company's success. In this increasingly advanced and developing era of globalization, many problems arise and can affect the success of a company; where these problems arise due to the company's inability to keep up with increasingly advanced developments and the use of many technologies with sophisticated quality, as well as the lack of understanding and expertise of existing human resources in the company. Having quality human resources will help the company achieve the goals it wants to achieve.

According to (Bacal, 2016), performance is the level of contribution made by employees in carrying out their duties and responsibilities, as well as aligning their work goals with the company's goals as a result of their skills, abilities and knowledge.

PT. PLN (Persero) is a state electricity company that is one of the companies in the form of a state-owned enterprise (BUMN) that operates in the field of managing electricity provided throughout Indonesia. Carrying out the tasks carried out by PT.

PLN (Persero), which provides electricity throughout Indonesia, of course, requires human resources, which are the company's drivers, to carry out the tasks that have been given to produce good quality performance. In this case, human resources employees must receive more attention from the company, especially employees whose work environment in the field is directly related to technical matters in the field. For workers whose work environment in the field is directly involved with electricity sources, SOPs or operational standards are implemented which must fulfil the right to Occupational Safety and Health (K3), which is one of the maintenance programs within the company to safeguard and protect employees in the work environment, employees who work must also comply with what has been implemented in order to carry out what has been implemented by the company.

The results of initial observations and interviews conducted on September 11, 2023, with 10 workers at PT. PLN (Persero) Pangkalan Brandan Customer Service Unit, in the work environment variable, 6 employees said that there was still a lack of ability to work together with other employees. This was also the cause of creating a poor work environment, with conditions like this resulting in a negative impact on performance. Produced by employees and the company's stated goals.

In the work discipline variable, 8 employees said that there was employee indiscipline regarding punctuality in coming to work. Quite a few employees were still late for work, as well as employees who went home before the end of work hours. Another problem that occurs in the field of work discipline is employees who take too long to rest even though the break time has been determined. Employee indiscipline in following work operational standards or SOPs set by the company is also a problem.

In the occupational safety and health variable, 8 employees said that some employees still did not use work equipment according to the applicable SOP because some were non-permanent employees. These, namely employees, were obtained by entering into contracts with other partners; some did not receive PPE from PT. PLN (Persero) Pangkalan Brandan Customer Service Unit as a whole, and employees who still take the work complement that has been implemented for granted, so that the resulting performance is of low quality.

In the employee performance variable, 6 people said that low performance occurred because the quality produced by employees was not in accordance with the goals they wanted to achieve; employees were often negligent in terms of working hours so that the quantity produced from employee performance was low, this also

cannot be separated from the lack of supervision carried out by superiors towards subordinates, thereby causing employee performance levels to decrease.

Based on the background of the problems that the researcher has obtained, the researcher is interested in conducting further research with the title "The Influence of the Work Environment, Work Discipline and Occupational Health and Safety on the Performance of PT Employees. PLN (Persero) Pangkalan Brandan Customer Service Unit."

2. METHODS

The population in this study was all PT employees. PLN (Persero) Pangkalan Brandan Customer Service Unit, totaling 50 people. Researchers used a non-probability sampling technique with saturated sampling, which determines the sample if all members of the population are sampled (Sujarweni, 2018: 88). Researchers used non-probability sampling techniques because they used the entire population at PT to take samples. PLN (Persero) Pangkalan Brandan Customer Service Unit; therefore, the number of samples in this study was 50 people.

This research used observation, interview, and questionnaire techniques as its data collection method, which was multiple linear regression.

3. FINDINGS AND DISCUSSION

Multiple Linear Regression Analysis

The following are the results of the linear regression test obtained based on data processing using the SPSS data processing program application:

Table 1. Multiple Linear Regression Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
1 (Constant)	3,434	7,481		,459	,648
Environment Work	,551	,241	,323	2,290	0,027
Work discipline	,033	,212	,021	0,154	0,878
Safety Health Work	,634	,167	,470	3,789	<0,001

a. Dependent Variable: Employee performance

Source: Primary Data, processed (2024)

The results of the regression equation are $Y = 3.434 + 0.551X_1 + 0.033X_2 + 0.634X_3$, so the multiple linear regression equation can be explained as follows:

1. A constant of 3.434 means that if X_1 (Work Environment), X_2 (Work Discipline), and X_3 (Occupational Health Safety) have fixed values, then Y (Employee Performance) also has fixed values.
2. The work environment variable (X_1) shows a positive influence on employee performance; in other words, if the work environment increases by one unit, employee performance will increase by 0.551, assuming the work discipline and work health safety variables are positive.
3. The Work Discipline variable (X_2) has a positive influence on employee performance. In other words, if work discipline increases by one unit, employee performance will increase by 0.033, assuming the work environment and work health safety variables have a fixed value.
4. The Occupational Health and Safety variable (X_3) has a positive influence on employee performance. In other words, if occupational health and safety increase by one unit, employee performance will increase by 0.634, assuming the work environment and work discipline variables have a fixed value.

Hypothesis Testing

t-test (Partially Significant)

Based on the calculations obtained in Table 1, it can be concluded as follows:

1. The work environment has a t sig value $< \alpha 0.05$ ($0.027 < 0.05$), then H_0 is rejected, and H_a is accepted, or it can be stated that the work environment variable (X_1) has a significant effect on performance (Y).
2. Work discipline has a t sig value $> \alpha 0.05$ ($0.878 > 0.05$), so H_0 is accepted, and H_a is rejected. Alternatively, the work discipline variable (X_2) has an insignificant effect on performance (Y).
3. Occupational Health and Safety has a t sig value $< \alpha 0.05$ ($0.001 < 0.05$), then H_0 is rejected, and H_a is accepted, or it can be stated that the occupational health and safety variable (X_3) has a significant effect on performance (Y).

F Test (Simultaneous Test)

In carrying out tests on the hypotheses contained in this research, the F test or simultaneous test is also used. This test is carried out by comparing the F sig value in Table 2 and α 5%.

Table 2. ANOVA

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	481,140	3	160,380	15,251	,001 ^b
Residual	483,740	46	10,516		
Total	964,880	49			

Source: Primary Data, processed (2024)

Based on Table 2, it can be seen that the F sig value $< \alpha$ 5% or (0.001 < 0.05), then H_a is accepted, and it can be stated that the work environment, work discipline and work health safety simultaneously have a significant effect on performance.

Coefficient of Determination Test (R^2)

In testing using the coefficient of determination (R^2) based on the data results obtained from data processing carried out using SPSS, the Adjusted R Square value can be used with the results can be seen in Table 3 as follows:

Table 3. Determination Coefficient Test (R^2)

Model	R	R Square	Adjusted R Square
1	0,706 ^a	0,499	0,466

Source: Primary Data, processed (2024)

Based on Table 3, it can be seen that the Adjusted R Square value is 0.466. This shows that the influence of work environment variables, work discipline and occupational health safety on the performance of PT employees. PLN (Persero) Pangkalan Brandan Customer Service Unit was 46.6%. In comparison, 53.4% was influenced by other variables that were not examined in this research, such as work motivation, leadership style, job satisfaction, job training, supervision, and other variables which are not included in the variables of this research.

4. CONCLUSION

Based on the research results obtained from the previous analysis:

- a. The work environment has a significant effect on employee performance at PT. PLN (Persero) Pangkalan Brandan Customer Service Unit. The work environment around PT employees. PLN (Persero) Pangkalan Brandan Customer Service Unit work and activities are in accordance with the needs of employees; the employee work environment in this research is quite comfortable, whereas, in research that focuses on the non-physical work environment, it is quite good when viewed from the perspective of relationships between superiors. And subordinates, as well as relationships between co-workers. The level of cooperation between colleagues has been established well, resulting in a comfortable work environment for PT employees. PLN (Persero) Pangkalan Brandan Customer Service Unit can help employees maximize their resulting performance and provide good work results in accordance with the targets and goals the company wants to achieve.
- b. b. Work discipline has no significant effect on employee performance at PT. PLN (Persero) Pangkalan Brandan Customer Service Unit. This proves that whether disciplined or not, the resulting performance does not matter and remains the same.
- c. Occupational health safety has a significant effect on employee performance. Occupational health safety of employees at PT. PLN (Persero) Pangkalan Brandan Customer Service Unit during work and activities is in accordance with SOPs that support the health safety of employees; the occupational health safety of employees in this study is in accordance with the company's K3 program standards. In this way, employees will feel safer and more comfortable because their safety and health while working are guaranteed, and they can work to fulfil their duties and responsibilities without worry so that the resulting performance is in line with what the company wants to achieve and the quantity produced is maximum.
- d. The work environment, work discipline, and occupational health safety have a significant effect on PT employees' performance. PLN (Persero) Pangkalan Brandan Customer Service Unit This proves that a comfortable work environment, work discipline that is in accordance with the standards imposed by the company, as well as occupational health and safety, are able to make employees feel safe so that employees can work well and produce a good performance. as expected by the company.

Based on the results of this research, several suggestions can be conveyed, including:

- a. Based on what has been obtained from distributing questionnaires to respondents included in the research sample for the three variables of work or PPE for its employees, routine maintenance of PPE and even distribution of PPE to all employees in accordance with the applicable SOP have been carried out.
- b. In future research, we can add other independent variables that were not examined in this research to get broader results and knowledge and to get even better research results, such as work motivation, leadership style, job satisfaction, and job training. , supervision, and other variables, considering that the variables studied in this study only influenced 46.6%.

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