



The Effect of Discipline and Occupational Health Safety (K3) on Employee Performance at PT. Indo Farma Pharmaceutical Production Unit Jakarta

Taufiqurachman¹, Noor Permadi², Noor Muhammadi³

¹STMIK Muhammadiyah Jakarta
^{2,3}Academi Pariwisata Patria Indonesia

E-mail: ¹taufiq1219@gmail.com, ²noor_permadi@yahoo.com, ³muhamadinoor20@gmail.com

ARTICLE INFO

Article history:
Received: 15/01/2021
Revised: 30/01/2021
Accepted: 15/02/2021

Keywords:

Discipline, Occupational Health and Safety (K3), Employee Performance

ABSTRACT

This study aims to determine and analyze the effect of discipline and Occupational Health and Safety (K3) partially and simultaneously on employee performance at PT. Indo Farma Pharmaceutical Production Unit Jakarta. The approach used in this research is quantitative research and the strategy used in this research is the associative strategy. The research method that will be used is descriptive analysis method using regression analysis, namely to determine how much the contribution / influence of discipline and occupational health and safety (K3) to the performance of employees at PT. Indo Farma Pharmaceutical Production Unit Jakarta. In this study, data processing was carried out using SPSS ver. 24.00. The population in this study were all employees of PT. Indo Farma Jakarta Pharmacy Production Unit, amounting to 52 people. The sample used is based on sensory techniques as many as 52 employees at PT. Indo Farma Jakarta Pharmacy Production Unit. Based on the analysis and discussion, it shows that discipline has a significant positive effect on employee performance at PT. Indo Farma Pharmacy Production Unit Jakarta, it can be seen that a significant value of 0.000 <0.05, the first hypothesis (H1) is accepted; Occupational Health Safety (K3) has a significant positive effect on employee performance at PT. Indo Farma Jakarta Pharmacy Production Unit, it can be seen that a significant value of 0.044 <0.05, the second hypothesis (H2) is accepted and simultaneously discipline and Occupational Health Safety (K3) have a significant positive effect on employee performance at PT. Indo Farma Jakarta Pharmacy Production Unit with a significant value of 0.000 <0.05, the third hypothesis (H3) is accepted.

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1. Introduction

In Indonesia, the number of work accidents is quite high. According to the Minister of Manpower Hanif Dhakiri, the national rate of work accidents is 103,000 per year. Of these 2,400 cases of which caused death, if on average 8 people per day died due to work accidents (kompas.com). The fact that the number of accidents at work can be strengthened based on data held by the Social Security Administration (BPJS).

Table 1
Occupational Accident Rate in Indonesia
Annual Work Accidents.

Years	Number Of Cases
2017	53.319
2018	50.089

Source : www.bpjsketenagakerjaan.go.id

Even though in 2017 work accidents decreased by 3,230 cases, this is still a serious concern by companies and the government by making employees care about their own safety because it is related to their life and work health to get comfortable work which can affect the performance of these employees. Minister of Manpower, Hanif Dhakiri reminded that safety at work is the most important thing. The community must understand the importance of K3 (Occupational Health and Safety) at work. This is an important instrument in the work sector. He also appealed to companies or factories to immediately carry out an occupational health program (kompas.com).

Occupational Health and Safety (K3) is important for companies, because the impact of work accidents is not only detrimental to employees, but also to the company. The company must bear medical and hospital



costs or even burial costs if the victim dies, the loss of work time of the victim's employee and his fellow employees who help so that it hinders the smooth running of work, recruits new employees and provides training and can also reduce mentality or the psychological condition of other employees. Meanwhile, the loss that occurs for employees is that employees may suffer injuries, physical disabilities and die. In general, 80-85% of work accidents occur due to human factors, namely unsafe action. Unsafe action, namely the wrong action at work and not in accordance with what has been determined (human error), usually occurs because of the physical imbalance of the workforce and lack of education. Meanwhile, those that are caused by poor working conditions or unsafe conditions which are usually influenced by things such as tools that are not suitable for use, safety devices that do not meet standards. These two things explain that human behavior is the main cause of accidents in the workplace.

Apart from humans as one of the main factors in the problem of workplace accidents, the existing work environment is often less helpful for employees to optimize production processes and work performance. Room temperature that must be adjusted such as humidity levels and air conditions (ventilation), lighting which is important for doing work is often neglected which results in eye fatigue and results in decreased levels of employee work efficiency. Therefore, a work environment that is often filled with dust, steam, gas or smoke which can interfere with work health, safety and productivity must be considered and adapted to the conditions and work environment.

PT Indo Farma Jakarta Pharmacy Production Unit is a company engaged in the field of Pharmacy and at the same time produces quality independent Pharmacy. With a high risk of work accidents, PT Indo Farma Jakarta Pharmacy Production Unit needs a good Occupational Health and Safety (K3) management system so that it is able to print quality production results and is able to support the achievement of company goals optimally. Given the increasing number of employees who have experienced work accidents, in preventing work accidents, PT Indo Farma Jakarta Pharmacy Production Unit has implemented an Occupational Health and Safety (K3) system which is implemented according to the level of risk in each type of business.

PT Indo Farma Jakarta Pharmacy Production Unit has implemented an Occupational Health and Safety Management System (K3), this is in accordance with the Manpower Act No.13 of 2003, Article 86 paragraph 1 which states that every worker or laborer has the right to obtain protection for safety Occupational Health (K3), morals and morals, and treatment in accordance with human dignity and religious values.

Based on pre-interview with HRD, in fact the rate of work accidents at PT Indo Farma Jakarta Pharmacy Production Unit is still high, this is because there are still many employees who neglect their work safety by not wearing personal protective equipment while doing work. Another violation is the use of work tools that are not appropriate for their function. In addition, individual violations are still often found, such as employees not doing their job in accordance with company procedures and violations of work permits such as doing other work that is not their duty and authority without applying for a work permit. This can be seen from the accident data issued by PT Indo Farma Jakarta Pharmacy Production Unit below:

Table 2
Employee Accident Data of PT Indo Farma Pharmacy Production Unit Jakarta

Years	Number Of Work Accidents	Information
2016	14	85% Does not meet work rules, 15% do not wear protection
2017	9	77% Does not meet work rules, 23% do not wear protection
2018	12	69% Does not meet work rules, 31% do not wear protection
Jumlah	35	

Source : HRD PT Indo Farma Unit Produksi Farmasi Jakarta

Apart from that related to K3 and performance, work discipline is also the key to the company's success. The facilities provided, its K3 management system are good, as well as a well-known company if each employee has low work discipline at risk of work accidents that will affect the performance of the employee and the company. Therefore, PT Indo Farma Jakarta Pharmaceutical Production Unit highly disciplines employees to anticipate any irresponsible actions that have been committed by employees. However, there are still employees who abuse absenteeism and illness, such as using attendance as an excuse not to come to work. In addition, there are some employees who are not present without clear information. This can be seen from the attendance data held by the company in table 3.

Table 3
Data Absensi Karyawan PT Indo Farma Unit Produksi Farmasi Jakarta

Year	amount Employees.	Sick.	Permission.	Alpha.	Late.	Total Days Work.
2016	52	8	1	1	35	24
2017	52	3	4	2	30	23
2018	52	7	7	1	24	26
Total	52	18	12	4	89	73

Source : HRD PT Indo Farma Unit Produksi Farmasi Jakarta

The explanation of the attendance data above is that it is known that the average level of tardiness of employees of PT Indo Farma Jakarta Pharmacy Production Unit is very high each month, reaching a total of 89 times. The highest number of delays was in 2016, which reached 35 times. Then in the sick statement table there are 8 people and permission reaches a total of 18 people for three years. It can also be seen that there are still employees who did not enter without information or alpha in 2016-2018 with a total of 4 times. Seeing this, the discipline of employees of PT Indo Farma Jakarta Pharmacy Production Unit must continue to be improved because the awareness of discipline in this work can support employees in improving their performance.

K3 is a program designed for workers and employers as an effort to prevent accidents and occupational diseases by identifying things that have the potential to cause occupational accidents and diseases as well as anticipatory action in the event of occupational accidents and diseases (Lubis 2011: 3) Work accidents cause production delays which can result in losses. Low or poor employee health will result in a tendency for high absenteeism levels and low productivity (Sedarmayanti 2012: 120). In connection with the hazards that arise at work and the declining health of employees, discipline is also in the spotlight when these problems occur. This can happen because the level of employee absenteeism has an effect on employee discipline in complying with company rules.

Discipline is an attitude of justice and a person's willingness to comply with and comply with all regulatory norms that apply in the organization (Sutrisno, 2013: 102). Discipline is one of the operational functions of the manager because the more disciplined employees are, the higher work performance they can achieve and will create high quality and high productivity employees (Helmi, Psychology Bulletin Year IV No.2, 2011).

2. Research Method

The research method is a scientific way of obtaining data with specific purposes and uses, scientifically meaning that research activities are based on scientific characteristics, namely rational, empirical, and systematic (Sugiyono 2017). Based on the objectives and form of the research conceptual framework, the approach used in this research is quantitative research and the strategy used in this study is an associative strategy. The associative strategy is a research strategy that aims to determine the influence between two or more variables (Sugiyono, 2017). In this research, it will be possible to build a theory that can function to explain, predict and control a symptom.

In this study, the associative method is used to explain the analysis of employee performance factors at PT Indo Farma Jakarta Pharmacy Production Unit. There are four factors of employee performance that were developed by previous researchers and used as independent variables (discipline and Occupational Health and Safety (K3)). Employee performance is identified as the dependent variable in the study. The research method that will be used is descriptive analysis method using regression analysis, namely to determine how much the contribution / influence of discipline and occupational health and safety (K3) to the performance of employees of PT Indo Farma Jakarta Pharmacy Production Unit.

Now (2013: 121) defines population (population) refers to the whole group of people, events or things of interest that you want to investigate. According to Sugiyono (2017: 115) states that population is a generalization consisting of objects or subjects that have certain qualities and characteristics determined by the researcher to study and then draw conclusions. In this study the population is all employees at PT Indo Farma Jakarta Pharmacy Production Unit, as many as 52 employees

Sugiyono (2017: 116) defines that the sample is part of the number and characteristics possessed by the population and the sample taken from that population is truly representative. Sample size is the number of samples to be taken from a population. Arikunto (2012: 104) if the population is less than 100 people, the total sample size can be taken, but if the population is greater than 100 people, 10-15% or 20-25% of the population can be taken.



The sample used in this research was obtained by using the sampling technique (sampling technique) Nonprobability Sampling with Saturated Sampling. Researchers used this sampling technique because the population was 52 people. Riduwan (2012: 64) says saturated sampling is a sampling technique when all populations are used as samples and it is also known as a census.

Based on this study, because the total population is not greater than 100 respondents, the authors take 100% of the total population at PT Indo Farma Jakarta Pharmacy Production Unit as many as 52 respondents. Thus the use of the entire population without having to draw a sample of researchers as a unit of observation is called a census technique.

3. Result

The results of the test analysis with multiple linear regression at PT Indo Farma Pharmaceutical Production Unit Jakarta, with the following results:

3.1 The influence of discipline on employee performance

Based on the results that have been done, it shows a positive influence between discipline in achieving employee performance. This is confirmed by the significant test results of $0.000 < 0.05$. Thus, the results of the first hypothesis (H1) are that there is a significant influence between discipline and employee performance. According to Sutrisno (2009: 73) work discipline can guarantee the maintenance of order and smooth execution of duties, security at work, and will create a pleasant working atmosphere. Employees can carry out tasks with full awareness and develop their energy and mind as much as possible in order to obtain optimal results. From this theory, it can be concluded that work discipline is able to encourage awareness of maintaining Occupational Health and Safety (K3) and creating a good work environment in order to create high performance.

3.2 The Effect of Occupational Health and Safety (K3) on employee performance

Based on the results that have been done, it shows a positive influence between Occupational Health and Safety (K3) in achieving employee performance. This is confirmed by the significant test results ($0.044 < 0.05$). Thus, the result of the second hypothesis (H2) is that there is a significant influence between Occupational Health and Safety (K3) and employee performance. According to Sedarmayanti (2009: 75), employees will be able to work well and can improve their performance if they feel healthy, safe, and comfortable in carrying out their work. From this theory, Occupational Health and Safety (K3) has an influence on employee performance. In the tabulation table it is known that there are employees who have low Occupational Health and Safety (K3) but are able to produce high performance. Thus, there are factors other than Occupational Health and Safety (K3) that cause high and low employee performance.

3.3 The effect of discipline and occupational safety and health (K3) on employee performance

Based on the results that have been done from the relationship of the three independent variables simultaneously shows very strong criteria for employee performance at PT Indo Farma Jakarta Pharmacy Production Unit. Meanwhile, the value of 65.4% indicates that the two independent variables simultaneously have an influence that makes the employee's performance level increase or decrease. This means that together the independent variable gives an effect of 65.4% on the dependent variable at PT Indo Farma Pharmaceutical Production Unit Jakarta, the rest is the influence of other factors outside the two independent variables studied. So, the size of the achievement of employee performance levels is not only influenced by these two variables, but can also be influenced by other variables.

4. Conclusion

Based on the results of the research and discussion that has been presented in the previous chapter, the researcher can draw the following conclusions:

- a. Discipline has a significant positive effect on employee performance at PT Indo Farma Jakarta Pharmacy Production Unit, it can be seen that a significant value of $0.000 < 0.05$, the first hypothesis (H1) is accepted.
- b. Occupational Health and Safety (K3) has a significant positive effect on employee performance at PT Indo Farma Jakarta Pharmacy Production Unit, it can be seen that a significant value of $0.044 < 0.05$, the second hypothesis (H2) is accepted.

Simultaneously discipline and Occupational Health Safety (K3) have a positive significant effect on employee performance at PT Indo Farma Jakarta Pharmacy Production Unit with a significant value of $0.000 < 0.05$, the third hypothesis (H3) is accepted.

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