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The Importance of Work Stress and K3 (Occupational Health and Safety) in Assessing Employee Performance

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ABSTRACT

It is very important to pay attention to factors that can affect employee performance, such as work stress experienced by employees or occupational safety and health. This research was conducted at PT. Akas Mila Sejahtera Probolinggo with the objectives (1) To determine the simultaneous effect of work stress and K3 (Occupational Health and Safety) on employee performance. (2) To determine the partial effect of work stress and K3 (Occupational Health and Safety) on employee performance. (3) To determine the dominant influence between work stress and K3 (Occupational Health and Safety) on employee performance. The population of this research is the employees of PT. Akas Mila Sejahtera City of Probolinggo, amounting to 90 people. The sample taken by the Slovin method is as many as 73 people, with the criteria of employees who work as drivers, kondiktur, kernet and workshops with incidental data collection techniques. The approach used is quantitative with analysis using SPSS software. The results showed that work stress and K3 (Occupational Health and Safety) had a significant effect on employee performance.

Keywords: Job Stres, Occupational Health and Safety, Employee Performance



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INTRODUCTION

To improve employee performance, it is very important to pay attention to factors that can affect employee performance, such as work stress experienced by employees or occupational safety and health (K3). According to Afandi (2018: 174) "Job stress is defined as an internal or external response or process that reaches a level of physical and psychological tension to the limit or exceeds the ability of employees".

In addition to work stress, factors that can affect performance are K3 (Occupational Health and Safety). According to Sedarmayanti (2018: 373) "The definition of occupational safety and health (K3) is technically defined as a protection effort aimed at ensuring that employees / labor and other people in the workplace are safe and healthy, so that every production source can be used continuously. safe and efficient".

Through improvements to the K3 system carried out ¹² the company on an ongoing basis, it can support a company that has an effect on improving performance. According to Mangkunegara (2017: 09) "Employee performance (work performance) is the result of work in quality and quantity achieved by a workforce in carrying out tasks in accordance with the responsibilities assigned to him".

PT. Akas Mila Sejahtera Probolinggo is one of the companies that runs its business in the field of public transportation, especially buses. In its business activities, PT. Akas Mila Sejahtera Probolinggo provides urban and intercity transportation services. In order to maintain the quality of its services, the company always improves its performance through prevention of work stress and the existence of a K3 (Occupational Health and Safety) program. Work stress prevention is carried out by providing a workload that is in accordance with the employee's capacity, supervision carried out on employees during work and handling of work conflicts or when an accident occurs. Meanwhile, for occupational safety and health, company employees apply certain rules such as dress neatly / uniformly and wearing shoes, not consuming illegal drugs, prohibiting ¹² ating traffic signs, not using cellphones while driving and helping to keep the bus clean. With the background that has been described, the formulation of the problem of this research ¹¹). How is the simultaneous influence between work stress and K3 (Occupational Health and Safety) on employee performance? 2). How is the partial influence of work stress and K3 (Occupational Health and Safety) on employee performance? 3). Which one has the dominant influence between work stress and K3 (Occupational Health and Safety) on employee performance?

METHOD

This type of research is quantitative research by looking for a cause and effect relationship. The data source used comes from primary and secondary data. Primary data in this study include employees at PT. Akas Mila Sejahtera Probolinggo, through distributing questionnaires about work stress and K3 (Occupational Health and Safety) and Employee Performance. Secondary data can be obtained from companies such as an overview of PT. Akas Mila Sejahtera Probolinggo, organizational structure, number of workers and other data related to this research. As many as 73 employees of PT. Akas Mila Sejahtera Probolinggo was used as a sample. Data analysis used descriptive statistics in the form of multiple linear regression analysis and determination because this is related to the calculation to answer the problem formulation and hypothesis testing using statistics and processing using Statistical Packages for Science (SPSS) ¹⁵ 2.0. The data analysis method used to test, among others, test the validity and reliability, classical assumption test, multiple linear regression, coefficient of determination (R²) and hypothesis testing and dominant test.

RESULTS AND DISCUSSION

²¹ The validity test is used to measure the validity of a questionnaire. This validity test is carried out by comparing rcount with rtable. If $r_{test} > r_{table}$ is declared valid, if $r_{test} < r_{table}$ is declared invalid. Where $df = 73 - 2 = 71$ with alpha significance of 5%.

Table 1. Validity Test

Variable	No	r_{table}	r_{test}	3
Job Stress (X1)	1	0,2303	0,718	Valid
	2	0,2303	0,544	Valid
	3	0,2303	0,568	Valid
	4	0,2303	0,554	Valid
	5	0,2303	0,590	Valid
	6	0,2303	0,515	Valid
	7	0,2303	0,455	Valid
	8	0,2303	0,421	Valid
	9	0,2303	0,499	Valid
	10	0,2303	0,412	Valid
K3 (X2)	1	0,2303	0,711	Valid
	2	0,2303	0,568	Valid
	3	0,2303	0,715	Valid
	4	0,2303	0,694	Valid
	5	0,2303	0,612	Valid
	6	0,2303	0,529	Valid
Employee Performance (Y1)	1	0,2303	0,644	Valid
	2	0,2303	0,638	Valid
	3	0,2303	0,525	Valid
	4	0,2303	0,612	Valid
	5	0,2303	0,732	Valid
	6	0,2303	0,750	Valid
	7	0,2303	0,668	Valid

Source: Primary data processed in 2020

Observing table 1 that the variables of Work Stress and K3 (Occupational Health and Safety) have $r_{test} > r_{table}$, so it can be said that all the concepts of measuring Work Stress and K3 (Occupational Health and Safety) variables used in this study are valid. The validity test for each statement of the employee performance variable shows the value of $r_{test} > r_{table} = 0.2303$, so the employee performance variable is valid and can be analyzed further.

Table 2. Reliability Test

Variable	Cronbach's Alpha	Criticle Value	
Job Stress (X1)	0,700	0,60	Reliabel
K3 (X2)	0,704	0,60	Reliabel
Employee Performance (Y)	0,774	0,60	Reliabel

Source: Primary data processed in 2020

Based on table 2, it can be seen that the Cronbachs Alpha value of all variables is greater than 0.60. From the results of this reliability test it can be concluded that all lists of statements (instruments) are reliable.

The Classical Assumption Test in this study used the data normality test, multicollinearity, and heteroscedasticity.

Normality Test

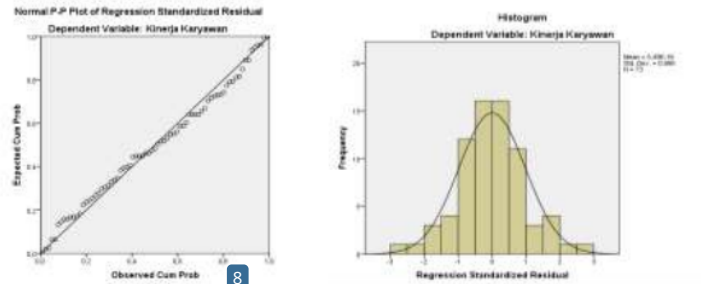


Figure 1. Normality Test Results
Source: Primary data processed in 2020

Pengujian normalitas dilakukan terhadap residual regresi dengan menggunakan grafik P-Plot. Data normal adalah data yang membentuk titik menyebar tidak jauh dari garis diagonal. Hasil uji data menunjukkan bahwa titik-titik data berada tidak jauh dari garis diagonal. Kondisi ini menunjukkan bahwa model regresi tersebut sudah berdistribusi normal.

Table 3. Multicollinearity Test Result

	Collinearity Statistics	
	VIF	Standard Error
Constana		3,166
Job Stress (X1)	1,006	,057
K3 (X2)	1,006	,075

Source: Primary data processed in 2020

The multicollinearity test results in table 3 prove that the VIF value of the work stress variable is 1.006 and the K3 (Occupational Health and Safety) variable is 1.006. The test results show that the VIF value is smaller than 10. This means that the regression model does not have a correlation between the independent variables or there is no multicollinearity.

The heteroscedasticity test is needed to test for differences in residual variance from the observation period to another observation period. The results of the heteroscedasticity test are as follows

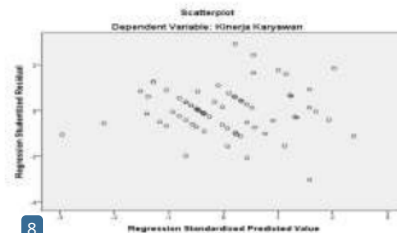


Figure 2. Heteroscedasticity Test Result
Source: Primary data processed in 2020

The results of the heteroscedasticity test showed that there was no clear pattern from these points. This shows that the regression model does not have heteroscedasticity symptoms, meaning that the regression model has no interference, so this model is suitable to be used to predict performance based on the variables that influence it, namely work stress and K3 (Occupational Health and Safety).

Table 4. Multiple Linear Regression Analysis

Model	UnStandar Coefisien		Standar Coefisien		t	sig
	B	S Error	B			
Constant	15,927	3,166			5,031	0,00
Job Stress	-,226	,057	-,267		-3,989	0,00
K3	,860	,075	,766		11,459	0,00

Source: Primary data processed in 2020

Based on the data in table 5, the multiple regression equation is compiled, namely $Y = 15.927 + (-0.226) X_1 + 0.860 X_2$ this form of regression equation has the following meanings: a. Constanta $a = 15.927$. This constant value gives the sense that without work stress and K3 / Occupational Safety and Health (when $X = 0$), then the performance is worth 15.927. b. Job stress regression coefficient. The coefficient value of work stress for variable X_1 is -0.226 and is negative, meaning that if the work stress variable has increased by 1% due to high company targets, conflicts with superiors or fellow colleagues and an uncomfortable work environment, and Occupational Health) are assumed to be constant, it will cause a decrease in employee performance by 0.226. The coefficient value shows that the value of job stress has a negative effect on employee performance. This illustrates when job stress has increased, then employee performance will decrease. c. K3 regression coefficient (Occupational Health and Safety). The coefficient value for variable X_2 is 0.860 and is positive, meaning that if the K3 (Occupational Health and Safety) variable has increased by 1% due to adequate work protective equipment, adequate health insurance and adequate standard work procedures while work stress is assumed to remain constant, it will cause an increase in employee performance of 0.860. The coefficient value shows that the value of K3 (Occupational Health and Safety) has a positive effect on employee performance. This illustrates when K3 (Occupational Health and Safety) has increased, the employee's performance will also increase.

Table 6. Coefficient of Determination

R	R Square	Ajusted R Square	Standar Error estimate
0,830	0,689	0,680	1,295

Sumber: Data diolah 2020

Dari tabel 6 menunjukkan nilai R sebesar 0,830. Nilai R Square sebesar 0,689 atau 68,9%. Hal ini menunjukkan bahwa variasi kinerja karyawan 68,9% dipengaruhi oleh stres kerja dan K3 (*Keselamatan dan Kesehatan Kerja*) sedangkan 31,1% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini.

Tabel 7. Hasil uji F

Model	Sum of Square	Df	Mean Square	F	Sig
Regression	259,894	2	129,947	77,450	0,00
Residual	117,448	70	1,678		0,00
Total	377,342	72			0,00

Source: Primary data processed in 2020

Based on table 7 above, it is known that the sig value is 0 and F_{test} is 77.450 and F_{table} is 3.13. Because $F_{test} > F_{table}$ then H_0 is rejected, in other words there is a significant influence between work stress and K3 (Occupational Health and Safety) simultaneously on employee performance. Thus the first hypothesis is proven or accepted that "there is a simultaneous significant influence between work stress and K3 (Occupational Health and Safety) on employee performance at PT. Akas Mila Sejahtera Probolinggo".

Paying attention to table 5 can be explained as follows: 1. Variable X_1 (Job Stress) obtained tcount = -3,989 greater than ttable = 1.994 with a sig t = 0.000 value, because the sig value <0.05, this

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means that there is a significant influence between job stress on employee performance. 2. The variable X2 (Occupational Safety and Health) obtained the value of t count = 11.459 which is greater than t table = 1.994 with a value of sig t = 0.000, because the value of sig < 0.05, this has a significant influence between K3 (Safety and Health). Work) on employee performance.

Thus the second hypothesis which reads "there is a partially significant influence between work stress and K3 (Work Safety and Health) on employee performance" is accepted or proven.

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Based on the partial test above, where the t value for the work stress variable is -3,989 and the tcount value for K3 variable (Occupational Safety and Health) is 11.459, this shows that the tcount value of the K3 variable (Occupational Safety and Health) is greater than the work stress variable. This means that the K3 (Occupational Health and Safety) variable has a dominant effect on employee performance, thus the third hypothesis can be accepted.

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CONCLUSION

Based on the results of the research hypothesis test, it can be concluded as follows: a. Simultaneously, work stress and K3 (Occupational Health and Safety) have a significant effect on employee performance. b. Partially, work stress and K3 (Occupational Health and Safety) have a significant effect on employee performance. c. K3 (Occupational Health and Safety) has a dominant effect on employee performance.

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