

The Impact of Occupational Health, Safety (K3) Program And Work Environment on Employee Commitment of PT Perkebunan Nusantara III (Persero) Medan

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ABSTRACT

This study aims to determine the influence of occupational safety health program (K3) and work environment on employee commitment to PT Perkebunan Nusantara III (Persero). The population in this study is all employees at PT Perkebunan Nusantara III (Persero) numbered 925 people. Determining the number of samples taken as respondents using slovin formula, the sample in this study was 87 employees of PT Perkebunan Nusantara III (Persero). The data collection techniques in this study are questioner list, interview and documentation studies. While the data analysis techniques used are classic assumption test, multiple regression, t test, and F test and determinant coefficient. The K3 program significantly affects the employee commitment of PT Perkebunan Nusantara III (Persero) Medan, which is indicated by a significant yield of 4,962 (sig 0,000) whereas significantly t is smaller than $\alpha = 0.05$. The work environment significantly affects the employee commitment of PT Perkebunan Nusantara III (Persero) Medan, which is indicated by a significant yield of 2,335 (sig 0.022), whereas significantly t is smaller than $\alpha = 0.05$. The K3 program and work environment significantly impacted the employee commitment of PT Perkebunan Nusantara III (Persero) Medan, which was demonstrated by a significant result of 21,915 with a sig of $0.000 < \alpha$.

Keywords : Occupational Health and Safety Program (K3), work environment and Employee Commitment

INTRODUCTION

In every company, human resources are the most important resources for the achievement of the company's goals. They have the energy, talent and creativity given to the company they work for. Employees are considered as an investment that must be maintained and developed in accordance with the changes faced by the company both affected by the internal and external environment. It is appropriate if the company retains those employees after the company recruits them. Efforts to retain employees not only concern the issue of maintaining a cooperation attitude but also must ensure health and ensure the safety of life and body to all employees.

Everyone who works in a company or organization, must have a commitment in work because if a company employees do not have a commitment in work, then the objectives of the company or organization will not be achieved. But sometimes a company or organization does not pay attention to existing commitments to its employees, resulting in a decrease in performance to employees or reduced employee

loyalty. Commitment to each employee is very important because with a commitment an employee can be more responsible for his work than with employees who do not have a commitment. Usually employees who have a commitment, will work optimally so that they can devote their attention, mind, energy and time to their work, so that what has been done in accordance with the expected by the company.

Organizational commitment is a problem that is often faced by the organization, where employees who have a high commitment to the company will create a talent and self-development of employees to always work well so as to improve the performance and achievement of the company's goals. The problem often faced by companies related to the commitment of the employee organization is still low commitment of some employees, it is because the assignment given is not in accordance with the obligations and authority of employees so as to create an atmosphere that is not conducive to saturation kayawan in carrying out the work, which in turn decreases employee commitment.

The Company can give serious attention to occupational health and safety programs for employees so that there are no health problems in employees, the community and the surrounding environment. These programs include occupational health and safety programs that aim to maintain their physical condition, so it is clear that health and safety programs need to be done by the company to ensure the safety of employees in carrying out employment. If employees feel safe, always considered and rewarded so that eventually employees will have a high commitment to keep working for the company, this will facilitate the company in achieving the company's goals. Problems related to security programs, health, work safety (K3) among others, there are still employees who do not wear work safety during the work, and still limited job security owned by the company so that there are some employees who do not wear the work safety.

Another factor that can affect employee performance is the work environment. According to Mangkunegara (2010), the work environment is all aspects of physical work, psychological work and work regulations that can affect the work environment and productivity achievement. Sedarmayanti (2011) said that factors that can affect the work environment include lighting / light at work, temperature / air temperature at work, humidity at work, air circulation at work, noise at work, mechanical vibrations at work, unpleasant odors at work, color arrangements at work, decoration at work, music at work and safety at work. According to Malthis (2007), one of the factors that influence how an employee works is organizational support, and by providing a comfortable work environment is a form of organizational support for his employees.

LITERATURE REVIEW

Employee Commitment

The commitment of the organization in general is a provision that is mutually agreed from all personnel in an organization regarding the guidelines, implementation and goals that want to be achieved together in the future. In addition,

the organization's commitment to a company determines the small level of trust of employees to the company. If the needs of employees have not been met by the company, it will result in loyalty and trust of employees will decrease, and this will result in reduced employee responsibility in carrying out their work. This is very bad for the achievement of the company's goals and development in the future.

The organization's commitment that has been implemented and become a guideline for employees to continue to increase their work loyalty is strongly influenced by various factors in its achievements. According to Harison and Hubard (1998) in Mutiara (2004) stated that the determining factors of commitment are: "work environment, participating in decision making, age, leadership, and working period". Organizational commitment is a sense of trust in a large company influenced by several supporting indicators. According to Steers in Sopiah (2008), organizational commitment can be seen from 3 factors:

1. Strong trust and acceptance of the goals and values of the organization.
2. Willingness to strive to achieve the interests of the organization
3. A strong desire to maintain membership of the organization.

Occupational Health and Safety Program (K3)

To ensure the safety, health, safety of employees and people who are in the workplace, as well as production resources, production processes and work environment in a safe state, it is necessary to implement a Management System for safety, health, work safety (K3 Management System). Based on the Regulation of the Minister of Manpower No: PER.05/MEN/1996, the Management System for security, health, safety is part of the overall management system which includes organizational structure, planning, responsibility, implementation, procedures, processes and resources needed for the development, implementation, assessment and maintenance of security, health, and work safety policies in order to control risks related to work activities in order to create a safe, efficient and productive workplace.

Based on the regulation of the minister, it can be known that the Management System of security, health, occupational safety (K3) aims to create a system of safety and unity of work in the workplace by involving elements of management, labor, conditions and an integrated work environment in order to prevent and reduce accidents and diseases due to work and the creation of a safe, efficient and productive workplace.

Work Environment

The work environment according to Komarudin (2001) is a psychological and physical social life in the organization that affects the work of employees in doing their job. A psychological work environment conducive to a government agency will provide a sense of security and allow employees to be able to work optimally. Non-physical work environments include working relationships formed between fellow employees (horizontal) and working relationships between subordinates and superiors (vertical) as well as the physical environment in which employees work.

According to Supardi in Subroto (2005), the work environment is a situation around the workplace both physically and non-physically that can give a pleasant impression, securing, calming, and at home.

Sedarmayanti (2001) stated that broadly speaking, the type of work environment is divided into 2, namely:

1. Physical work environment is all physical circumstances that exist around the workplace that can affect employees either directly or indirectly.
2. Non-physical work environment is all circumstances that occur related to working relationships, both relationships with superiors and relationships with co-workers, or relationships with subordinates.

From some of the opinions above, it is concluded that the work environment is everything that is around the employee at the time of work, whether physical or non-physical, directly or indirectly, that can affect him and his work while working. The non-physical environment for employees working as government officials includes employment relationships built into the office. Employees who work within a company or organization are not alone, and in carrying out activities, employees also need the help of others. Thus, employees are obliged to build good relationships between co-workers, subordinates and superiors because the employees need each other.

METHODS

Research uses an associative research approach that is research conducted to find influence between one variable and another variable. In this study the authors wanted to know the influence between the variables of the K3 program and the work environment on employee commitments.

The population in this study is all employees at PT Perkebunan Nusantara III (Persero) Medan numbered 958 people. number of samples taken as respondents using slovin formula as follows:

$$n = \frac{N}{1 + N e^2}$$

Description:

n = Sample size

N = Population size

e = Percentage allowance for sampling errors that can still be tolerated, e.g. 10% or 0.10.

With the above formula obtained the number of samples as follows:

$$n = \frac{925}{1 + 925 (0,10)^2} = 87 \text{ employees}$$

Thus the sample in this study was 87 employees of PT Perkebunan Nusantara III (Persero). Also this study uses classic assumption test which is normality test, multicollinearity test, and heteroskedasticity test, multiple liner regression, hypothesis test i.e. t test (partial test), f test (simultaneous test), and determination coefficient.

RESULT AND DISCUSSION

RESULT

Data Normality Test

Data normality testing is performed to see if in the regression model, dependent variables and independence have a normal distribution or not. If the data spreads around the diagonal line and follows the diagonal line direction then the regression model meets the assumption of normality.

Normal P-P Plot of Regression Standardized Residual

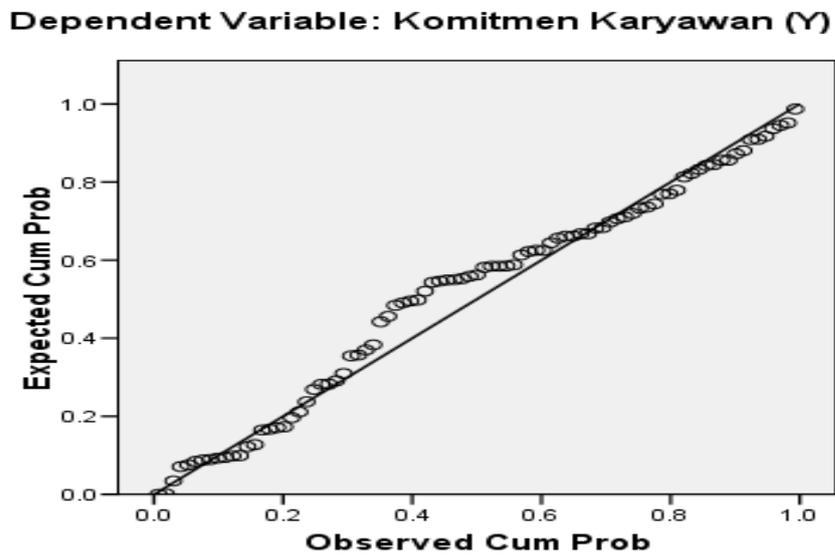


Figure 1. P-Plot Curve

Multicollinearity.

Multicollinearity is used to test whether on the regression model there is a strong correlation between independent variables. The way to assess it is to look at the variance inflation factor (VIF), which does not exceed 4 or 5.

Table 1. Multicollinearity Coefficients^a

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Program K3 (X1)	.874	1.144
Lingkungan Kerja (X2)	.874	1.144

a. Dependent Variable: Komitmen Karyawan (Y)

Heterokedastisty Test

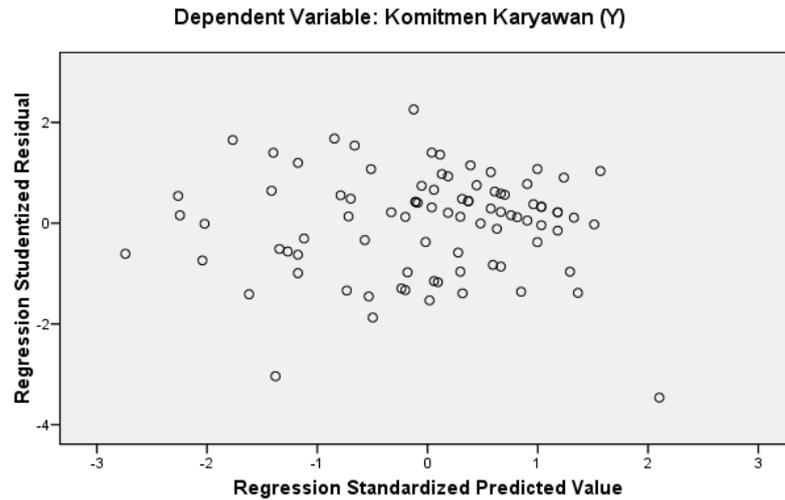


Figure 2. Heterokedastisty

The image above shows the dots spreading randomly, not forming a clear/orderly pattern, and scattered both above and below the number 0 on the Y axis.

Partial test (t test)

Statistical tests are performed to test whether a free variable (X) individually has a significant relationship or not to a bound variable (Y).

Table 2 Partial Hypothesis Test results (t)

Model		Coefficients ^a			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	15.208	4.082		3.725	.000
	Program K3 (X1)	.477	.096	.469	4.962	.000
	Lingkungan Kerja (X2)	.183	.078	.221	2.335	.022

a. Dependent Variable : Komitmen Karyawan (Y)

Based on the results of the data analysis it appears that:

- a. Constant Value of 15,208 means that if the Variable K3 Program and Work Environment is worth 0 then Performance is worth 15,208.
- b. The Beta Coefficient value for the K3 Program variable of .469 means that each increase in the Work Stress variable then performance will increase by (0.469) assuming other variables are considered constant.
- c. Beta Coefficient value for Work Environment variables of 0.221 means that any increase in Work Environment variables will increase by 0.221 assuming other variables are considered constant.

Effect of K3 Program on Employee Commitment.

Based on table 2 test results on the effect of K3 Program on Employee’s Commitment obtained significance value 0.000 (Sig.<0.05) then H0 rejected and Ha accepted. This means that K3 Program positively and significantly affects employee’s commitment at PT Perkebunan Nusantara III (Persero) Medan.

The Effect of Work Discipline on Employee Commitment

Based on table 2 test results of the influence of Work Environment on Employee’s Commitment obtained a value of significance 0.022 (Sig.<0.05) then H0 was rejected and Ha accepted. This means that work environment has a positive and significant effect on employee’s commitment at PT Perkebunan Nusantara III (Persero) Medan.

Simultaneous Test (Test F)

Statistic F tests are performed to test whether a free variable (X) simultaneously has a significant relationship or not to a bound variable (Y).

Table 3 Simultaneous Hypothesis Test results (F)
ANOVA^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	340.375	2	170.188	21.915	.000 ^a
	Residual	652.337	84	7.766		
	Total	992.713	86			

a. Predictors: (Constant), Program K3, Lingkungan Kerja

b. Dependent Variable: Komitmen Karyawan

Based on a table of 3 simultaneous test results of K3 Program and Work Environment to Employee’s Commitment obtained a significance value of 0.000 (Sig.<0.05) then Ha was accepted and H0 was rejected. This means K3 Program and Work Environment simultaneously affect positively and significantly employee’s commitment at PT Perkebunan Nusantara III (Persero) Medan.

Determination Coefficient

Statistical Test coefficient determination in this study the goal is to find out how far the model is in explaining variations in dependent variables. Statistical tests of the determination coefficient can be seen in the following table:

Table 4 Determination Coefficient
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.222 ^a	.721	.618	5.82188

a. Predictors: (Constant), Program K3, Lingkungan Kerja

b. Dependent Variable: Komitmen Karyawan

Table 4 shows that the R Square value of 0.721 means that the percentage of the influence of independent variables (K3 Program and Work Environment) on dependent variables (employee's commitment) is the value of the determination coefficient or 72.1%. While the remaining 27.9% were affected or described by other variables not included in this study model.

DISCUSSION

From the test results it appears that all free variables (K3 program and work environment) have an influence on variable Y (commitment). In more detail the results of such analysis and testing can be explained as follows:

Effect of K3 Program on Employee Commitment

There was a positive effect of variable X1 (K3 program) on variable Y (employee commitment) indicated by a significant result of t of 4,962 (sig 0.000, where significant t is smaller than 0.05). This means that the K3 (X1) program partially has a significant influence on employee commitment (Y).

This study supports the theory put forward by Mathis and Jackson (2003) stating that: "An effective work safety management program can increase employee responsibilities and commitments in a company". Thus, it can be said that the K3 program has an effect on increasing the employee commitment of PT Perkebunan Nusantara III (Persero) Medan, meaning that if the K3 program is always given to employees then the employee's commitment will also increase.

Effect of the Work Environment on Employee Commitment

There was a positive effect of variable X2 (work environment) on variable Y (employee commitment) indicated by a significant result of t of 2,335 (sig 0.022), whereas t is significantly less than 0.05. This means that the work environment (X2) partially has a significant influence on employee commitment (Y). This research supports the theory put forward by Stun in Sopiah (2008) suggests there are 5 factors that affect the commitment of the organization, namely: (1) culture of openness, (2) work environment, (3) personal opportunities to develop, (4) organizational direction and (5) work awards that suit the needs"

Effect of K3 Programs And Work Environment on Employee Commitment

Linearity of double regression equations for two predictors (K3 program and work environment) are: $Y = 15,208 + 0.477 X1 + 0.183 X2$ The equation above shows that all free variables (K3 programs and work environments) have a positive bi coefficient so that it can be interpreted that if the K3 program and work environment are improved it will increase employee commitment. This study accepts the hypothesis, namely that there is an influence of the K3 program and the work environment on the commitment of employees to PT Perkebunan Nusantara III (Persero) Medan and the influence is significant at the level of $\alpha 0.05$. A significant

influence means that the results of this study are said to be positive which is an overview of all members of the population.

CONCLUSION

From the results of the analysis that has been discussed earlier, it can be drawn conclusions as follows:

1. The K3 program significantly affects the commitment of employees of PT Perkebunan Nusantara III (Persero) Medan
2. The work environment significantly affects the commitment of employees of PT Perkebunan Nusantara III (Persero) Medan.
3. The K3 program and work environment significantly affect the commitment of employees of PT Perkebunan Nusantara III (Persero) Medan.

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