THE INFLUENCE OF OCCUPATIONAL HEALTH AND SAFETY (OHS) AND WORK COMPETENCE ON EMPLOYEE PERFORMANCE PT. CLATEN BERSINAR SEJAHTERA

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I N F O   A R T I K E L

ABSTRACT

Organizational change is critical for companies to stay competitive in today's dynamic business environment. Both high-quality employee performance and strong human resource competencies are critical to a company's success. Workers' output at PT Claten Bersinar Sejahtera is the target of this research, which intends to dissect the relationship between OHS and job competences. The quantitative data analysis method was used with 80 PT Claten Bersinar Sejahtera employees as respondents. Multiple linear regression was employed for data analysis. The study's findings suggest that OHS has a positive and significant impact on employee performance, that work competence has an effect on performance, and that the combination of OHS and competence has an even stronger impact on performance. This proves that helping workers acquire new skills is crucial for improving productivity on the job. Findings from this study have significant implications for HRM practices.

Keywords:

Employee Performance, Occupational Health and Safety (OHS), Work Competency.

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A B S T R A K

Perubahan organisasi sangat penting bagi perusahaan untuk tetap kompetitif dalam lingkungan bisnis yang dinamis saat ini. Kinerja karyawan yang berkualitas tinggi dan kompetensi sumber daya manusia yang kuat sangat penting bagi keberhasilan perusahaan. Output pekerja di PT Claten Bersinar Sejahtera menjadi target penelitian ini, yang bertujuan untuk membedah hubungan antara K3 dan kompetensi kerja. Metode analisis data kuantitatif digunakan dengan 80 karyawan PT Claten Bersinar Sejahtera sebagai responden. Regresi linier berganda digunakan untuk analisis data. Temuan penelitian ini menunjukkan bahwa K3 memiliki dampak positif dan signifikan terhadap kinerja karyawan, bahwa kompetensi kerja berpengaruh terhadap kinerja, dan bahwa kombinasi K3 dan kompetensi memiliki dampak yang lebih kuat pada kinerja. Ini membuktikan bahwa membantu pekerja memperoleh keterampilan baru sangat penting untuk meningkatkan produktivitas di tempat kerja. Temuan dari penelitian ini memiliki implikasi yang signifikan terhadap praktik MSDM.

KATA KUNCI:

Kinerja Karyawan, Kesehatan dan Keselamatan Kerja (K3), Kompetensi Kerja.

INTRODUCTION

Management, including planning, organizing, executing, and controlling a company, is crucial for organizations and businesses in today's age of globalization. Management can be defined as an approach or set of rules that guides an organization's employees in reaching its objectives. To guarantee the efficient and successful execution of business operations, management is also required.

Occupational Health Safety (OHS) is an initiative to create a safe and healthy workplace free from environmental pollution (Banyuwangi et al., 2021). This will help decrease the occurrence of work-related injuries and illnesses and, in the long run, boost efficiency and output. Workers who operate heavy machinery and risky equipment are vital to PT Claten Bersinar Sejahtera's success as a road construction (hotmix) company. Thus, it is imperative that the organization has a robust OHS policy to guarantee the safety of all employees.

In contrast, competence is rooted in an individual's efficiency and traits that are associated with anticipated performance outcomes (Arief & Nisak, 2022). Ensuring that company tasks are completed correctly and on time also heavily relies on employees' work competence. Competence in the workplace encompasses a wide range of abilities, including technical know-how, process comprehension, and problem-solving prowess. The goal of PT Claten Bersinar Sejahtera's strategy for increasing their market competitiveness includes enhancing the competency of their employees.

Also, as Edy Sutrisno (2020) points out, performance is the end result of an organization's employees carrying out their duties in a moral and ethical manner within the scope of their authority and responsibility, with the purpose of accomplishing set objectives. A company's ability to select employees with high motivation and competence in carrying out tasks according to their own abilities determines the company's performance, but employees with high levels of expertise and availability to work will naturally perform well in reviews of their own performance. High-quality performance is the outcome of employing the correct personnel.

LITERATUR RIVIEW

COORDINATION

Edy Sutrisno (2020) states that performance is the end result of an individual's or team's efforts within an organization to accomplish objectives in a moral and ethical manner, in line with their assigned duties and responsibilities. According to Barsah (2020), individuals or groups can be considered to have performed well if they are able to complete specific tasks within the allotted time.

According to some of these points of view, performance in the workplace is defined as the degree to which an individual or team meets or exceeds the goals established by the business. When workers are able to do their jobs well and contribute to the success of the business, it's clear that they're performing at their peak.

Five indicators can be used to measure employee performance, according to Silaen (2021: 6). These indicators are:

1. Work Quality

2. Amount of Work
3. Timelines
4. Dedication to Effectiveness
5. Commitment

WORK COMPETENCY

Individual efficiency and traits connected to anticipated performance outcomes form the basis of competence (Arief & Nisak, 2022). Employees' level of expertise is one indicator of how much of an impact human resource competencies have on productivity on the job. A large portion of the apparent competencies are superficial and pertain to the character of the employees themselves.

A person's competences are the elements of their character that contribute to their success in the workplace, such as their level of education, experience, and training. Given the variety of work they do, all of the company's employees bring unique sets of skills to the table. According to Arief and Nisak (2022), competencies help companies in assigning workers to suitable positions. In conclusion, competence is a fundamental skill that underpins all human performance, from the acquisition of information to the application of that information in a way that impacts the final product's quality. Multiple indicators of competency on the job were also listed by Aisyah et al. (2021):

1. Knowledge
2. Understanding
3. Skills
4. Attitude
5. Interest

## OCCUPATIONAL HEALTH AND SAFETY (OHS)

Occupational safety and health (K3) is defined as follows by Hasibuan et al. (2020: 3). Its purpose is to ensure that all

employees in all types of companies are well-cared for physically, psychologically, and socially. Occupational safety and health also aims to prevent health problems that can be caused by work and to protect workers from factors that can interfere with their health. Workers should be placed and kept in an environment that is suitable for their physical and mental conditions. Lastly, it should be created so that everyone can be successful in their assigned tasks. The problem of workplace accidents must be given the serious attention it deserves. Minimizing the risk of accidents and creating a safer and healthier work environment can be achieved through proper prevention and increased awareness about work safety. In their discussion of OHS indicators, Ashar Sunyoto and Rahman (2024) highlight the following:

1. Healthcare Funding
2. Medical Treatment
3. Machinery
4. Carelessness with Storage
5. Negligence

Conceptual Framework

In order to collect data from respondents, this study first identified issues in the field, limitations, and research problems. Then, it operationalized various theories or concepts related to relevant variables using questionnaires. It is the goals and research formulations that dictate the research methodologies and data analysis approaches. In order to determine if the independent variable influences the dependent variable alone or in conjunction with other variables, this study aims to collect empirical evidence.
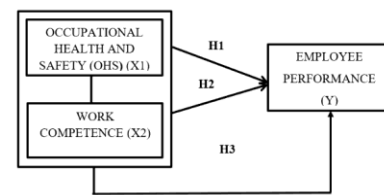
Picture 1. Conceptual Framework

HYPOTHESIS DEVELOPMENT

Based on empirical facts obtained through data collection, the hypothesis is a temporary answer to the formulation of research problems (Sugiyono, 2019: 99). Due to the fact that the provided answers are solely grounded in pertinent theories, it is said to be temporary. This means that the hypothesis is not yet an empirical solution, but rather a theoretical one, to the research questions that have been formulated.

1. **Occupational Health and Safety has a positive effect on employee performance.**

   In Aprilliani et al. (2022), the International Labor Organization (ILO) stated that Occupational Safety and Health aims to ensure the utmost physical, mental, and social well-being of all workers across all industries. It also seeks to prevent health problems that can be attributed to work, safeguard workers from potential hazards in their respective jobs, create a work environment that is conducive to workers' physiological and psychological states, and ensure that everyone is able to perform their duties to the best of their ability. Chairinnisah et al. (2021) reports the following performance metrics: 2) is an employee who consistently meets or exceeds expectations in the quality and quantity of work he does, as assigned.

   Research conducted by Anggun Dwi Rahayu et al. (2024) titled "The

Effect of Occupational Safety and Health (OHS), Individual Characteristics and Career Development on Employee Performance (Case Study of the Production Operator Section at PT Sampharindo Perdana Semarang)" provides evidence of the impact of OHS. Occupational health and safety (OHS) improves worker productivity, according to this research. This study's hypotheses are based on the following background information:

The first hypothesis is that OHS affects productivity in the workplace.

2. Competence has a positive effect on employee performance.

A person's competences are their innate qualities, as well as their acquired knowledge, skills, and abilities, that influence how well they do their job. Depending on the duties they perform, each employee brings a unique set of skills to the table. According to Arief and Nisak (2022), competencies help companies in assigning workers to suitable positions. According to (W Enny, 2019: 114), the ability to effectively oversee performance is both challenging and crucial for supervisors.

What makes an individual competent in the workplace is the extent to which their knowledge, skills, abilities, and personality traits contribute to their success in that role. Depending on the duties they perform, each employee brings a unique set of skills to the table. Companies can use competence as a benchmark to assign workers to positions that best suit their skills and experience (Arief & Nisak, 2022). According to (W Enny, 2019: 114), the ability to effectively oversee performance is both

challenging and crucial for supervisors.

The impact of competence on employee performance at PT Atlantic Anugrah Metalindo was studied by Adelia Fitriani (2023) and is titled Effect of Transformational Leadership, Competence and Motivation. The results of this study show that competence significantly improves productivity in the workplace. This study's hypotheses are based on the following background information:

Employee performance is affected by their level of competence in the workplace (H2).

3. Occupational Health and Safety (OHS) and competence simultaneously have a positive effect on employee performance.

Banyuwangi et al. in Lating Book (2021) states that OHS (Occupational Health Safety) is an attempt to create a healthy, comfortable, and pollution-free workplace in order to decrease the occurrence of work-related injuries and illnesses and, in the long run, to increase the efficiency and output of the workforce.

Banyuwangi et al. in Lating Book (2021) states that OHS is an attempt to create a healthy, comfortable, and pollution-free workplace in order to decrease the occurrence of work-related injuries and illnesses, which in turn can increase efficiency and output.

A study titled "The Effect of OHS (Occupational Safety and Health) and Human Resource Competencies on Employee Performance at PT Bambang Djaja" (Naufal Naputra, et al., 2022) provides insight into the relationship between competence and

occupational health and safety (OHS). Also, a study titled "The Effect of Occupational Health and Safety (OHS) and Competence on Employee Performance at PT. AEI South Jakarta" was carried out by (Susanto, et al 2024). According to this research, competence and occupational health and safety (OHS) significantly impact worker productivity. This study's hypotheses are based on the following background information:

Employee Performance is Influenced by Occupational Health and Safety (OHS) and Competence (H3:).

METHODS

Online surveys were distributed to PT Claten Bersinar Sejahtera employees as a means of data collection in this study. The research sample was selected using nonprobability sampling, which involves taking into account factors that were intentionally chosen by the researcher by identifying specific traits and standards. Researchers employed a saturated sample, which included all members of the population, to determine the sample size from a population of 80 employees. A regression test including a t-test, an f-test, and a coefficient of determination is what this study is all about.

A Practical Approach to Determining and Measuring Variables

According to Sugiyono (2019: 63), variable operations enable researchers to study and draw conclusions from objects, activities, or people with certain variations in their attributes, traits, or values. In order to conduct accurate hypothesis testing using statistical tools, variable operationalization is necessary for identifying the type, indicator, and scale of study variables. The author's research makes use of both independent and dependent variables. Here is an explanation for each variable:

1. **Independent or Free Variables (X1 and X2)**

"Independent variables are variables that affect related (dependent) variables," asserts Sugiyonoo (2019: 33). Stimulus variables, or variables with the ability to influence other variables, are considered free variables. Researchers look for a relationship between an observed symptom and independent variables, which are variables that can be measured or chosen by themselves. Included among the independent variables examined here are:

a. Occupational Health and Safety (K3) (X1)

According to Simamarta et al. (2022: 3), Occupational Safety and Health (K3) refers to an initiative to improve workers' well-being by protecting their physical and mental health on the job, as well as their connection to their community and the values held by its members. Ashar Sunyoto and Rahman (2024) state that the following are indicators: neglect, work authority, health financing, equipment, health services, and storage of goods.

b. Work competence (X2)

What makes an individual competent in the workplace is the extent to which their knowledge, skills, abilities, and

personality traits contribute to their success in that role. Depending on the duties they perform, each employee brings a unique set of skills to the table. Companies can use competence as a benchmark to assign workers to positions that best suit their skills and experience (Arief & Nisak, 2022). Aisyah et al. (2021) identifies knowledge, understanding, skills, attitudes, and interests as indicators of competence.

2. Dependent or Bound Variable (Y)

Several names have been coined for this variable: output, criterion, and consequent. This is commonly known as the dependent variable in Indonesian. The existence of an independent variable (the response) has an effect on or becomes a consequence of another variable (the dependent variable). Staff Efficiency (Y) is the study's dependent variable.

Edy Sutrisno (2020) states that performance is the end result of an individual's or team's efforts within an organization to accomplish objectives in a moral and ethical manner, in line with their assigned duties and responsibilities. Work quantity, quality, responsibility, and task execution are the various performance indicators listed by Mangkunegara in Maryati (2021: 15).

RESULTS

Characteristics Responden

Workers at PT Claten Bersinar Sejahtera participated as respondents. You can categorize the data by gender, age, level of education, and years of experience in the workforce. Eighty people were asked to fill out this research questionnaire, which had 45 questions in total. Among them were 14 questions about occupational health and safety (OHS), 15 about work competency, and 15 about employee performance. The following table details the respondent characteristics:

Table 1. Respondents Characteristic

		Frequency	Percent
Gender	Men	75	93,8%
	Women	5	6,3%
Age	<25	9	11,3%
	25-35	39	48,8%
	36-45	32	40%
Last Education	High School	75	92,5%
	Diploma (D3)	3	3,8%
	Bachelor (S1)	3	3,8%
Length of Employement	<1	6	7,5%
	1-5	12	15%
	6-10	52	65%
	>10	10	12,5%

According to the table, there are 75 male employees (93.8% of the total) and 5 female employees (6.3%) based on the characteristics of respondents from the results of the questionnaire data collection. As many as nine individuals, or 11.3%, had an age below twenty-five. At the same time, 39 respondents (48.8%) fall within the 25-35 age bracket, and 32 respondents (40%) fall within the 36-45 age bracket.

Three individuals (3.8%) may

have completed their last year of undergraduate study (S1). Only three respondents (or 3.8% of the total) have a diploma (D3), while the remaining seventy-five (92.5%) have completed high school or its equivalent. Many employees have been with the company for a long time; ten individuals (12.5% of the total) have worked for more than ten years, and fifty-two people (65%) have worked for six to ten years. Twelve respondents, or fifteen percent, had been with the company for one to five years, suggesting that some of the workers are newer hires. Less than a year of experience is held by just 6 individuals (7.5%).

Validity Test

According to Ghozali in Sujarweni (2020: 165), a validity test is employed to determine the reliability and validity of a questionnaire. When the items to be measured can be identified by the questions on the questionnaire, we say that the questionnaire is valid. Using SPSS version 27, the validity test in this study yielded the following results:

Table 2. Validity Test X1 (occupational health and safety (OHS)

Question Item	Rcalculate	Rtable	Interpretation
1	0.658	0.217	Valid
2	0.537	0.217	Valid
3	0.597	0.217	Valid
4	0.568	0.217	Valid
5	0.638	0.217	Valid
6	0.612	0.217	Valid
7	0.658	0.217	Valid

Question Item	Rcalculate	Rtable	Interpretation
8	0.697	0.217	Valid
9	0.594	0.217	Valid
10	0.676	0.217	Valid
11	0.556	0.217	Valid
12	0.415	0.217	Valid
13	0.652	0.217	Valid
14	0.562	0.217	Valid
15	0.568	0.217	Valid

The X1 validity test (Occupational Health and Safety, or OHS) with 80 participants **and** 15 items was found to have a normally distributed set of results, as shown in the table above.

Table 3. Validity Test X2 (Work Competencies)

Question Item	Rcalculate	Rtable	Interpretation
1	0.555	0.217	Valid
2	0.677	0.217	Valid
3	0.594	0.217	Valid
4	0.622	0.217	Valid
5	0.441	0.217	Valid
6	0.539	0.217	Valid
7	0.579	0.217	Valid
8	0.763	0.217	Valid
9	0.547	0.217	Valid
10	0.609	0.217	Valid
11	0.636	0.217	Valid
12	0.637	0.217	Valid
13	0.569	0.217	Valid
14	0.598	0.217	Valid

Question Item	Rcalculate	Rtable	Interpretation
15	0.716	0.217	Valid

Results from the X2 validity test (Work Competencies) with 80 respondents and 15 items were determined to be normally distributed, according to the data in the table above.

Table 4. Validity Test Y (Employee Performance)

Question Item	Rcalculate	Rtable	Interpretation
1	0.660	0.217	Valid
2	0.604	0.217	Valid
3	0.629	0.217	Valid
4	0.550	0.217	Valid
5	0.629	0.217	Valid
6	0.706	0.217	Valid
7	0.582	0.217	Valid
8	0.625	0.217	Valid
9	0.654	0.217	Valid
10	0.574	0.217	Valid
11	0.692	0.217	Valid
12	0.616	0.217	Valid
13	0.550	0.217	Valid
14	0.544	0.217	Valid
15	0.590	0.217	Valid

The Y validity test (Employee Competencies) was administered to 80 respondents and had a total of 15 items. The results were determined to be validly distributed based on the data in the table above.

Reliability Test

According to Sugiyono (2019: 130), reliability testing is done to determine if a questionnaire can be relied upon. It measures how well different measurements taken with the same object yield consistent results. When a respondent's status remains unchanged from one survey to the next, we say that the questionnaire is trustworthy. Regarding the requirements for determining the statement's reliability, the following are in place:

1. An instrument is considered reliable if its Cronbach Alpha value is greater than 0.60.
2. The instrument is not considered reliable if its Cronbach Alpha value is less than 0.60.
3. This study's reliability test was conducted using SPSS version 27, and the results are as follows:

Table 5. Reliability Test

Variabel	Reliability Statistics		Decision
	Cronbach.s Alpha	N of Items	
Occupational Health and Safety (OHS)	0,872	15	Reliable
Work Competencies	0,877	15	Reliable
Employee Competencies	0,882	15	Reliable

There is no need to retest any of the variables related to occupational health and safety (K3), work competence (X2), or employee performance (Y) because their Cronbach's Alpha values are greater

than 0.60, as shown in the table of reliable test results.

Normality Test

If you have a regression model with both independent and dependent variables, you can use the normality test to see if they follow a normal distribution. The t and f tests are well-known for their assumption that the residual values adhere to the values of the normal distribution. The Kolmogorov-Smirnov test is another option for determining if residuals are normally distributed. non-parametric statistical test.

Table 6. Normality

One-Sample Kolmogorov-Smirnov Test			
			Unstandardized Residual
N			80
Normal Parameters[a,b]	Mean		.0000000
	Std. Deviation		2.09889020
Most Extreme Differences	Absolute		.091
	Positive		.065
	Negative		-.091
Test Statistic			.091
Asymp. Sig. (2-tailed)[c]			.098
Monte Carlo Sig. (2-tailed)[d]	Sig.		.100
	99% Confidence Interval	Lower Bound	.092
		Upper Bound	.108
a. Test distribution is Normal.			
b. Calculated from data.			
c. Lilliefors Significance Correction.			
d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 299883525.			

We can conclude that the residual value is normal based on the results of the normalcy test using SPSS version 27 output, which shows a significance value (sig.) of 0.200 > 0.05.

Multicollinearity Test

One goal of the multicollinearity test is to determine if the independent variables in the regression model are correlated. Independent variables that are correlated with one another are not orthogonal, and a good regression model should not contain them. Independent variables that are orthogonal to one another have a value of zero. In the event that:

1. If the VIF value is less than 10 and the tolerance value is greater than 0.10, then multicollinearity does not exist.
2. When the VIF value is greater than 10 and the tolerance value is less than 0.10, multicollinearity is present.

Table 7. Multicolinearity Test

This study concludes that there is

| Coefficients[a]							
	Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1 (Constant)	.113	2.653		.043	.966		
Occupational Health and Safety (OHS)	.191	.069	.190	2.761	.007	.317	3.157
Work Competencies	.803	.071	.778	11.316	.000	.317	3.157
a. Dependent Variable: Employee Competencies							

no multicollinearity (Tolerance value> 0.10 and VIF value<10) based on the results of the SPSS output version 27, which reveal that variable X1 has a tolerance value of 0.317 and a VIF value of 3.157, and that variable X2 also has a tolerance value of 0.317 and a VIF value of 3.157.

Heteroscedasticity Test

The purpose of the heteroscedasticity test is to determine if the residual variances of different observations are unequal in the regression model. The following conditions are met in order to conduct this test by examining the scatter plot graph between the dependent variable's predicted value (ZPRED) and its residual value (SRESID):

1. Heteroscedasticity is present when the dots exhibit a specific pattern, such as a large wave expanding and contracting.

2. Heteroscedasticity does not exist if the dots do not produce a specific pattern when they spread above and below the Y-axis value of 0.

The results of the test for heteroscedasticity are as follows:
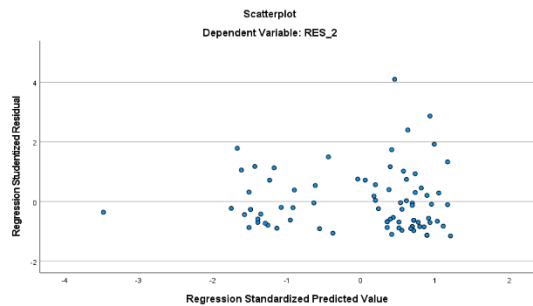
Picture 2. Scatter Plot Graph Heteroscedastisity Test

The points on the scatterploy graph do not follow a specific pattern or distribution, and they distribute above the Y-axis value of 0. This suggests that the regression model does not suffer from heteroscedasticity disorder, as shown in the picture above. Consequently, this regression model can be used.

Linear Regression

In multiple linear regression analysis, X1 and X2 are independent variables that have a linear relationship with Y, the dependent variable. When the value of the independent variable changes, this analysis shows how the dependent variable responds to the change in the independent variable's value. According to Sugiyono (2019: 150), the basic premise of multiple linear regression is that there is a causal or functional relationship between the dependent and independent variables.

Table 8. Linear Regression

	Coefficients[a]						
	Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1 (Constant)	.113	2.653		.043	.966		
Occupational Health and Safety (OHS)	.191	.069	.190	2.761	.007	.317	3.157
Work Competencies	.803	.071	.778	11.316	.000	.317	3.157
a. Dependent Variable: Employee Competencies							

According to the data in the table, the outcomes of the multiple linear regression analysis are:

a. Intercept Constant

With an intercept value of 0.113, the value of Employee Performance (Y) will be 0.113 when both Occupational Health and Safety (OHS) (X1) and Work Competency (X2) are set to zero. Thus, the base value of employee performance remains 0.113 even in the absence of

influence from these two variables.

b. The $\beta 1$ coefficient, which is the product of OHS and X1,

Assuming the work competency variable (X2) stays constant, the coefficient $\beta 1 = 0.191$ shows that employee performance (Y) will increase by 0.191 units for every one unit increase in Occupational Health and Safety (OHS) (X1). What this means is that enhancing OHS has a positive effect on raising productivity in the workplace.

c. The work competency X2 coefficient, denoted as $\beta 2$.

Given that the occupational health and safety (OHS) (X1) remains constant, the employee performance (Y) will rise by 0.803 units for every one unit increase in work competency (X2), as indicated by the coefficient $\beta 2 = 0.803$. This suggests that Health and Safety (K3) is less important than enhancing workers' competence on the job in terms of boosting productivity.

Determination Coeficient (R^2)

One way to find out how much of an impact X1 and X2 had on Y, the dependent variable, is to look at their coefficients of determination. When run through the SPSS version 27 program, the coefficient of determination test yielded the following results:

Table 9. Determination Coeficient (R^2)

Model Summary^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.078^a	.006	-.020	1.42074

a. Predictors: (Constant), Work Competency, Occupational Health and Safety (OHS)

b. Dependent Variable: RES_2

According to the data in the table, the R-squared value is 0.885, which means that the coefficient of determination (KD) is 88.5%. This indicates that PT Claten Bersinar Sejahtera's workers' performance is 88.5% impacted by Occupational Health and Safety (K3) and work competence, with the remaining 11.5% being explained or influenced by factors not covered by this study.

F Table

Common applications of the f-test include comparing two groups' worth of data variations or determining the combined impact of all independent variables on the dependent variable. By comparing the f-count value to the f-table value. To reject Ho and accept Ha, compare the computed f-value to the f-table value. If they are larger, then Ha is accepted. Here are the outcomes of the f test:

Table 10. F Test

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2672.778	2	1336.389	295.677	.000^b
	Residual	348.022	77	4.520		
	Total	3020.800	79			

a. Dependent Variable: Employee Competencies

b. Predictors: (Constant), Work Competency, Occupational Health and Safety (OHS)

According to the data in the table, the p-value is less than 0.005 and the

f-count is 295.677, which is greater than the f-table value of 3.11. Based on the results, we can conclude that PT Klaten Bersinar Sejahtera's employees' performance is positively and significantly impacted by OHS and work competence, and that Ho is rejected and Ha is accepted.

T Table

The t-test is used to test the significance of the correlation coefficient, which indicates the extent to which the study's findings are applicable to the entire population. This helps determine the significance of the influence. The t-test results obtained from SPSS version 27 are presented below.

Table 11. T Test

Coefficients[a]							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	.113	2.653		.043	.966		
Occupational Health and Safety (OHS)	.191	.069	.190	2.761	.007	.317	3.157
Work Competencies	.803	.071	.778	11.316	.000	.317	3.157
a. Dependent Variable: Employee Competencies							

X1 (Occupational Health and Safety) has a t-value of 2.761 and X2 (Work Competency) has a t-value of 11.316, according to the data in the table above. Using a t-table value of 1.990 and a significance level of 0.005, or 5%.

X1 represents Occupational Health

and Safety (OHS). The computed t-value is 2.761, which is greater than the t-table value of 1.990, with a significance level of 0.000, less than 0.005. Occupational health and safety (K3) has a positive and statistically significant effect on worker productivity.

Experience in the Field (X2)

The computed t-value is 11.316, which is less than the significance level of 0.000 (<0.005), as shown in the t-table (1.990). Work competence has a positive and statistically significant effect on productivity in the workplace.

Discussion

One, PT Claten Bersinar Sejahtera's Employee Performance Is Influenced by OHS Standards.

With a t-value of 2.761> t-table (1.990) and a significance value of 0.000> 0.005, this study's hypothesis testing results demonstrate that OHS has a positive and significant effect on employee performance. Employee output rises in direct proportion to the level of investment in Work Health and Safety. Therefore, OHS is essential for the protection of workers and the enhancement of their efficiency on the job.

Finding a positive and important relationship between work safety and employee performance, this study's results are in line with those of earlier studies by (Susanto, et al 2024), (Naufal Naputra Ibrahim, et al 2022), (Huang et al, 2022), (Wang et al, 2023), and (Mansoor, et al, 2024). Boosting workplace safety has a multiplicative effect on enhancing productivity.

Work Competence Affects PT

Claten Bersinar Sejahtera Workers' Outcomes 2.

With a t-value of 11.316> t-table (1.990) and a significance value of 0.000> 0.005, the study's hypothesis testing results demonstrate that Work Competence positively and significantly affects employee performance. Accordingly, worker output rises in direct proportion to workers' levels of competence on the job. Employee performance and productivity can be enhanced with strong work competence.

Adelia Fitriani (2023), (Thomas Sasongko Triwibowo, Nana Sutisna, 2023), (Arifin et al., 2020), (Prasetyo & Lestari, 2024), and (Khan et al., 2023) have all shown that labor competence positively affects performance improvement, which is consistent with the results of this study. Productivity, quality of work, innovation, job happiness, and career opportunities can all benefit from competent workers.

Thirdly, PT Claten Bersinar Sejahtera's Employee Performance Is Influenced by Occupational Health and Safety (K3) and Job Competence.

Employee performance at PT Claten Bersinar Sejahtera is impacted by both occupational health and safety (OHS) and work competencies, according to the author's research hypothesis test. A significance level of 0.000> 0.005 and an f-count of 295.677> f-table value of 3.11 were determined by the f-test. Evidence like this suggests that OHS (K3) and job competency have a favorable and statistically significant impact on productivity on the job. R2= 0.885, which is equal to 88.5% when expressed as KD = 0.885 x 100%. Work competence and Occupational

Health and Safety (OHS) account for 11.5% of the variance in employee performance, with the remaining 12.5% explained by factors outside the scope of this investigation.

Previous research has shown that competence has a positive and significant effect on employee performance (Hidayah & Azis, 2021; Wang et al., 2022; Zhang & Liu, 2022; Mansoor et al., 2024; Sari & Prasetyo, 2020). This study's results are in line with those studies. This proves that competent workers who also practice occupational health and safety (K3) are more productive.

Consclution

Pt. Claten Bersinar Sejahtera was the site of the study. At PT Claten Bersinar Sejahtera, Occupational Health and Safety (K3) significantly and positively affects worker productivity. Employee performance at PT. Claten Bersinar Sejahtera is positively and significantly impacted by job competence. Employee performance at PT. Claten Bersinar Sejahtera is positively and significantly impacted by both Occupational Health and Safety (OHS) and work competencies, according to research.

Research Limitation

1. Following the discovery of the conclusion, the researcher is unable to articulate the following constraints on the problem:
2. Research has constraints in terms of available resources (time, energy, knowledge, and researchers' abilities).
3. Secondly, in order to answer the researcher's questions, this study solely utilized a questionnaire.

4. Third, while this study only looks at how Occupational Health and Safety (K3) and work competence affect employee performance, it would be great if future studies examined these same topics using different research methodologies and tools.

5. Recommendation 1: It is expected that PT Claten Bersinar Sejahtera will be able to uphold and enhance the impact of Occupational Health and Safety (K3) and work competence on employee performance. These

factors significantly impact employee output.

6. It is anticipated that future research will expand upon this study by incorporating additional variables that were not included in this investigation.

7. Researchers in the future can use this study's findings as a springboard for new investigations, either within the same field or by broadening the scope of the variables they examine.

https://doi.org/10.26740/jim.v11n1.p231-240

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