

THE EFFECT OF WORK DISCIPLINE, OCCUPATIONAL SAFETY AND HEALTH (K3), AND WORKLOAD ON EMPLOYEE PRODUCTIVITY ON CV. PREMIERE HOME BREBES

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ABSTRAK

Employees are very important assets to increase their work productivity, so CV leaders. Perdana Home Brebes must pay attention to its employees as best as possible so that their work productivity increases. This study aims to determine the impact of Work Discipline, Occupational Safety and Health (K3), and Workload on Employee Work Productivity on CV. Perdana Home Brebes. The number of population and sample in this study is all permanent employees in CV. Perdana Home Brebes is as many as 33 employees. Validity test, reliability test, MSI test, and the determination coefficient is ~~the data analysis technique used. The results of the study show that~~ 1) Work Discipline Variables have an effect on Productivity

kerja karyawan menghasilkan nilai signifikan sebesar $0,002 < 0,05$ (signifikan), 2) Variabel Keselamatan dan Kesehatan Kerja berdampak terhadap Produktivitas Kerja Karyawan menghasilkan nilai signifikan sebesar $0,000 < 0,05$ (signifikan), 3) Variabel Beban Kerja berpengaruh terhadap Produktivitas Kerja Karyawan menghasilkan nilai signifikan sebesar $0,002 < 0,05$ (signifikan), 4) Variabel Disiplin Kerja, Keselamatan dan Kesehatan Kerja, dan Beban Kerja secara simultan berpengaruh terhadap Produktivitas Kerja Karyawan dengan nilai signifikan $0,000 < 0,05$ (signifikan).

Kata Kunci: Produktivitas Kerja Karyawan, Disiplin Kerja, Keselamatan dan Kesehatan Kerja, dan Beban Kerja

ABSTRACT

Employees are a very important asset to increase work productivity, so that the head of the CV. Perdana Home Brebes must pay attention to their employees as best as possible so that their work productivity increases. This study aims to determine the effect of work discipline, occupational safety and health, and workload on employee work productivity in CV. Perdana Home Brebes. The population in the study is all permanent employees in CV. Perdana Home Brebes which is 33 employees. Methods of data collection using questionnaires and methods of data analysis carried out using the successive interval (MSI) method, validity test, reliability test, classical assumption test, and hypothesis testing using multiple linear regression analysis with SPSS program tool. The findings indicated that: 1) Work Discipline Variables have an effect on Employee Work Productivity producing a significant value of $0.002 < 0.05$ (significant), 2) Occupational safety and health Variables have an effect on Employee Work Productivity producing a significant value of $0.000 < 0.05$ (significant), 3) Workload Variables have an effect on Employee Work Productivity producing a significant value of $0.002 < 0.05$ (significant), 4) Work Discipline Variables, Occupational safety and health, and Workload simultaneously influences employee work productivity with a significant value of $0.000 < 0.05$ (significant).

Keywords: Employee Productivity, Work Discipline, Occupational safety and health, and Workload

1. INTRODUCTION

Productivity is defined as the relationship between output (goods and services) and inputs (labor, materials and money). A comparison between output and input. Frequent input limited by labor, while output is measured in terms of physicality, form and value (Hasibuan, 2005:128).

The company is aware of several problems both internally and externally company. One of the company's internal is the lack of discipline of employees, the lack of facilities that support the performance and inadequate space. Meanwhile, one of the external problems of CV is inadequate heavy equipment so that field employees feel burdened when they are needed for their heavy equipment.

Tabel 1
Produktivitas Karyawan 2020-2022

No.	Bidang	Jumlah Produksi		
		2020	2021	2022
1	Divisi Design	10	11	8
2	Pelaksana	6	4	4

Sumber : CV. Perdana Home - Brebes

There are many variables that affect work productivity, including work discipline, occupational safety and health, and workload. It is related to the understanding of work productivity as a result of individual or group work tasks or activities.

Work discipline, occupational safety and health, and workload that is in line with employee expectations will improve higher performance. This is because work discipline, occupational safety and health, and a workload that is in accordance with expectations make employees enthusiastic and have high performance. If employees have high performance, the company's production output is also high. Problems in CV. Perdana Home in Brebes Regency is the decline in the number of production in recent years.

Therefore, the problem related to work productivity is that there are still some employees who cannot fulfill their responsibilities in a timely manner and cause delays in their work. As a result, worker productivity is still below standard.

2. LITERATURE REVIEW

Produktivitas Kerja

Work productivity is the result output or output viewed from quality and quantity goods and services, based on time fixed by the company (Ladjin et al., 2022:163). According to Ekananta & Wang (2021:163) Explaining that productivity is the limit of quality quantity of power work or karywan in a for a certain period of time to achieve the results and work achievements that are determined.

Disiplin Kerja

Disciplined work is two words that have their own meaning. For this reason, if you want to peel it down in depth, you need to pay attention to the meaning of the word. (Sinambela, 2016:334).

Occupational Safety and Health

Keselamatan dan Kesehatan Kerja (K3) secara filosofi didefinisikan sebagai "upaya dan pemikiran untuk menjamin keutuhan dan kesempurnaan baik jasmani maupun rohaniah diri manusia pada umumnya dan tenaga kerja pada khususnya beserta hasil karyanya dalam rangka menuju masyarakat yang adil, makmur, dan sejahtera". Secara keilmuan, K3 didefinisikan sebagai "Ilmu dan penerapannya secara teknis dan teknologis (Aprilliani & Cici, 2022).

Beban Kerja

According to Budiasa (2021:30) burden Work is a worker's perception related to activities which must be completed within the long term and control of the Problems in work. According to Harras et al. (2020) Workload arises as a result of organizational activities, which involve management systems and workload information. This becomes a burden because it is difficult for employees to predict whether they are ready to face new policies, tasks, or environments.

3. RESEARCH METHODS

33 employees were employed as a population for the investigation, which used a quantitative approach. The entire population was sampled when sampling using saturated samples. To assess data, use analisis regresi linier berganda.

4. HASIL PENELITIAN DAN PEMBAHASAN

Uji Asumsi Klasik

This data is the target of a number of conventional acceptance tests, including as tests of normality, multicollinearity, and heteroscedasticity. According to the established criteria, the conventional asphyxia test passes the normality, multicollinearity, and heteroscedasticity tests, which allows the investigation to continue.

Uji Regresi Linier Berganda

Analisis regresi linier berganda dapat digunakan untuk menyelidiki hubungan antara variabel dependen dan dua atau lebih variabel independen. Hasil analisis regresi linier berganda SPSS 25 ditunjukkan di bawah ini:

Tabel 2
Analisis Regresi Linear Berganda

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	3,675	3,458		,297
	Disiplin Kerja	,268	,081	,330	,002
	Keselamatan dan Kesehatan Kerja K3	,397	,074	,475	,000
	Beban Kerja	,264	,078	,310	,002
a. Dependent Variable: Produktivitas Kerja					

Sumber: Data diolah oleh SPSS 25

Berikut adalah model persamaan regresi linier berganda yang dibuat selama penelitian:

$$Y = 3,675 + 0,268 + 0,397 + 0,264$$

Coefficient of Determination Test

Tabel 3
Analisis Koefisien Determinasi (R^2)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,919 ^a	,845	,829	1,319
a. Predictors: (Constant), Beban Kerja, Keselamatan dan Kesehatan Kerja K3, Disiplin Kerja				
b. Dependent Variable: Produktivitas Kerja				

Sumber: data diolah oleh SPSS 25

The determination coefficient is 0.845 or 84.5%, according to the table above. It was found that, in 84.5% of cases, work discipline, occupational safety and health, and workload had an impact on . The remaining 15.5% was influenced by other things that were not explained in this study.

Coaching

1. The Influence of Work Discipline on CV Employee Work Productivity. Premier Home Brebes

The calculated t value is 3.316 and the significant value is $0.002 < 0.05$ which means that H_0 is rejected H_1 is accepted. Thus, it means that there is a sign of Work Discipline related to employee work productivity on the CV. Perdana Home Brebes. CV. Perdana Home Brebes must pay attention to the Work Discipline of employees. This is done by increasing the provision of discipline programs and setting stricter regulations to employees, so that it can lead to CV employee work productivity.

Home Brebes Prime increased. This shows that Work Discipline has a significant effect on the Productivity Employee on a CV. Perdana Home Brebes. The findings of this study are relevant to previous research (Aprianggi et al., 2018) which show how interpersonal communication significantly affects performance. This study supports the theory of Aeni Puspika Dewi (2012) who found that workload has an effect on employee work productivity.

2. The Influence of Occupational Safety and Health on CV Employee Work Productivity. Premier Home Brebes

t calculated as 5.359 and the significance value was $0.000 < 0.05$, then H_0 was rejected and H_a was accepted. Thus, it means that there is an influence of Occupational Safety and Health (K3) on employee work productivity on CV. Perdana Home Brebes. CV. Perdana Home Brebes must pay attention to Safety and Health (K3) for employees. This is done by increasing the provision of Occupational Safety and Health (K3) programs on a regular basis and establishing stricter regulations to employees and further increasing supervision of all activities carried out by employees, especially in the field to minimize the occurrence of work accidents, so that it can cause CV employee work productivity. Home Brebes Prime increased. This shows that Occupational Safety and Health (K3) has significant effect on Productivity Work Employee on CV. Perdana Home Brebes. The results of this study can also be corroborated by research conducted by Rst et al. (2021) which found that Occupational Safety and Health have an effect on work productivity.

3. The Effect of Workload on CV Employee Work Productivity. Premier Home Brebes

The calculated t value is 3.405 and significant value is $0.000 < 0.05$, then H_0 is rejected and H_a is accepted. Thus, it means that there is an influence of workload on employee work productivity on CV. Perdana Home Brebes. CV. Perdana Home Brebes must pay attention to the workload on employees. This is done by providing a workload that is not excessive to employees minimizing the many responsibilities of employees in their work, so that each employee only has responsibility for his work in his or her respective field according to the capacity and ability of employees, then it will cause CV employee work productivity. Premier Home Brebes will increase. This shows that the workload has a significant effect on the work productivity of employees on CVs. Perdana Home Brebes. The results of this study are also strengthened by the results of a study conducted by Saefullah et al. (2017) which found that workload affects employee work productivity.

4. The Influence of Work Discipline, Occupational Safety and Health and Workload on CV Employee Work Productivity. Premier Home Brebes

The F test value using SPSS shows that value F calculates of 52.637 and the significance value is $0.000 < 0.05$. a, then H_0 is rejected H_1 is accepted. It can be said that the variables of work discipline, occupational safety and health, and workload simultaneously affect employee work productivity. The results H_1 study are also strengthened by the results of a recent research conducted Anggina Maghfira (2023) which found that workload and safety and health work have an effect on employee work productivity.

5. CONCLUSIONS AND SUGGESTIONS

Conclusion

According to research findings, work discipline is correlated with the work productivity of CV employees. Perdana Home Brebes, occupational safety and health affect the work productivity of the system, the workload is realized on the work productivity of CV employees. Perdana Home Brebes, and simultaneously work discipline, occupational safety and health H_1 have an impact on the productivity of CV employees. Perdana Home Brebes.

Saran

Saran yang diberikan dari riset yang dilakukan ialah berikut:

1. Meningkatkan efektivitas variabel dalam mengendalikan produktivitas kerja karyawan
2. Menambah variabel yang berhubungan
3. Menambah ~~periode~~ penelitian

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