

**THE EFFECT OF OCCUPATIONAL HEALTH ON EMPLOYEE PERFORMANCE
WITH WORK ENVIRONMENT AS A MODERATING VARIABLE**

Ni Kadek Suryani

Institut Desain dan Bisnis Bali, Indonesia

Email: nksuryani@idbbali.ac.id

Abstract

Researchers believe that if an employee has good health, it can make the employee work more productively, efficiently, enthusiastically, and of course can have a good impact on the employee's performance. Based on this, this research aims to analyze the influence of occupational health on employee performance. In contrast to a number of other studies, this research adds the Work Environment variable as a moderating variable which is believed to strengthen the influence of the Work Environment variable on the Employee Performance variable. The data used in this research is primary data that researchers obtained from 450 employees of Rumah Makan Pagi Sore spread throughout Indonesia. The data obtained from the research was collected using an online questionnaire method in the form of multiple choice questions with 3 major themes covering Occupational Health, Employee Performance and Work Environment. Of course, this research is quantitative research with an exploratory approach by using previous related research as a foundation for leaping higher to discover new novelties. The result in this article show good occupational health can make employees more productive at work, work results more efficient, and time to achieve work targets more effective, which in the end can influence employee performance. The first researcher's hypothesis and speculation could be proven because the P-Values were below the 0.05 significance level, namely 0.011.. Apart from the first hypothesis, researchers can also prove the second hypothesis if a comfortable, safe and peaceful work environment variable, both physical and non-physical, can increase the influence of occupational health on employee performance. The second statement and hypothesis is proven from the results of the third P-Values table, the second line Path Coefficient which is below the significant level of 0.05, namely 0.000, is more significant than the direct tester's 0.011. Based on this, the first and second hypotheses that researchers believe in this article can be proven and accepted.

Keywords: Occupational Health, Employee Performance, Work Environment

1. INTRODUCTION

According to Sumakmur, occupational health is a part of health/medical science which aims to ensure that workers obtain the maximum level of health, both physical, mental and social, through efforts to prevent and treat disease disorders caused by occupational and environmental factors. work and general illnesses. According to the WHO Joint Committee occupational health is defined as efforts to maintain the highest degree of physical, mental and social condition of workers in all types of work, prevention of health problems caused by working conditions, protection of workers from factors that interfere with health, placement and maintenance of workers in a work environment that suits their physiological and psychological

abilities, and adjustment between workers and their jobs. increasing national production and productivity (Syamsuddin, 2009).

Occupational health is the object of occupational safety. Why is that? Because achieving occupational health is the main goal of occupational safety activities. Then the aim of occupational health (Syafi'i, 2008) is to improve and maintain the physical, mental and social health of workers, in order to increase their work capacity, prevent health problems or diseases in workers caused by their working conditions, protect workers from risks due to environmental factors work that harms health, placing and maintaining workers in a work environment in accordance with their physical and psychological abilities, and developing an organization and work culture that supports K3, through management systems, human resource development and Company quality management.

According to Flippo (1987: 271), occupational health programs are divided into 2 (two), namely: 1. Physical Health which includes a). Pre-placement physical examination b). Periodic physical examination for personnel. c). Voluntary periodic physical examinations for all personnel d). A medical clinic that is well staffed and equipped. e). Availability of trained medical personnel and industrial hygiene experts. f). Systematic and preventive attention paid to industrial stresses and tensions. g. Regular and systematic checks of provisions for proper sanitation. 2. Mental Health which includes a). Availability of psychiatric counseling and psychiatrists. b). Collaboration with specialists and psychiatric institutions from outside the organization. c). Education of company personnel regarding the nature and importance of mental health problems. d). Development and maintenance of appropriate humanitarian relations programs (Filippo, 1987).

According to (Khotimah & Kiranantika, 2019), the object of occupational health is researching sources of danger, identifying hazards and organizing the implementation of laws and regulations in the field of occupational health. In full, the object referred to is the source of danger, identification of the source of danger, and its relationship to legislation. Many factors influence employee work health. All work-related factors can influence employee occupational health. According to (Lestari & Ghaby, 2018), there are three factors that influence worker health, namely: 1. Work load. Work load can be physical, mental and social load 2. Work environment. The work environment is divided into five, namely physical, chemical, biological, physiological and mental psychology 3. Work capacity. There are many factors that influence work capacity, but there are several important factors, namely work skills, physical fitness, nutrition, gender, the aging process and body size.

Apart from influencing factors, the factor that is most influenced when employees have good health is employee performance. Performance according to (Huda & Farhan, 2019) quoted from www.wikipedia.org.id "Performance (work performance) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". According to Mathis and Jackson, quoted from Wikipedia (Pramesrianto et al., 2019), "states that performance is basically what employees do or don't do".

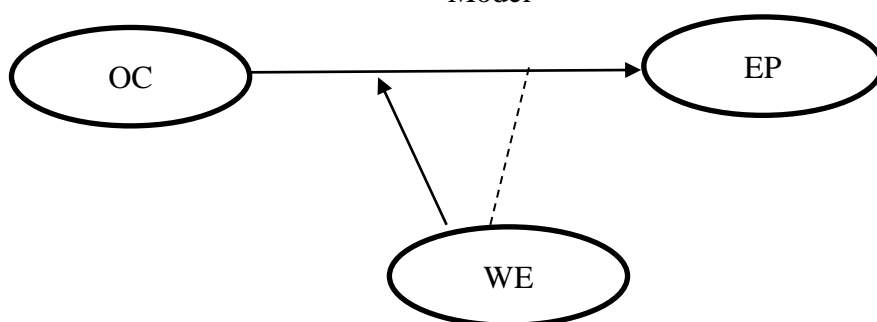
Performance according to (Ranty Sapitri, 2019), performance is the level of achievement of a person or employee in an organization or company that can increase productivity. Performance according to (Dewi & Suhardi, 2021), performance is the appearance of the work of personnel in both quantity and quality in an organization. According to Dessler in his book Human Resource Management (S. E. Nugroho & Ratnawati, 2021) states that performance indicators consist of: 1. Quality. Quality indicates accuracy, thoroughness, acceptable level of work performance 2. Productivity. The quantity and efficiency that work produces in a given time period. 3. Knowledge about work. Practical skills and information techniques used by the company. 4. Trustworthiness. The degree to which employees can be trusted is related to the completion of work and its follow-up. 5. Availability. The degree to which employees are punctual, observe break/meal times, and overall attendance records. 6. Freedom. The level of job performance with little or no supervision.

There are a number of studies (Hartono, 2012); (SAPITRI, 2023); (Swastika, 2016); (Sari, 2023) & (Hikmah & Rahmatullah, 2019) show a positive relationship and significant influence on employee performance. Different from a number of other studies, this research adds the Work Environment variable as a moderating variable.

2. RESEARCH METHODS

Researchers believe that if an employee has good health, it can make the employee work more productively, efficiently, enthusiastically, and of course can have a good impact on the employee's performance (B. S. Nugroho, 2022). Based on this, this research aims to analyze the influence of occupational health on employee performance (Asraf, 2023). In contrast to a number of other studies, this research adds the Work Environment variable as a moderating variable which is believed to strengthen the influence of the Work Environment variable on the Employee Performance variable (Purwanto, 2022). The data used in this research is primary data that researchers obtained from 450 employees of Rumah Makan Pagi Sore spread throughout Indonesia. The data obtained from the research was collected using an online questionnaire method in the form of multiple choice questions with 3 major themes covering Occupational Health, Employee Performance and Work Environment (Hamid, 2016). Of course, this research is quantitative research with an exploratory approach by using previous related research as a foundation for leaping higher to discover new novelties. The following is the model in this research (Yuliantari & Prasasti, 2020):

Figure 1
Model



Noted:

OC: Occupational Health

EP: Employee Performance

WE: Work Environment

Hypothesis:

H1: The Influence of Occupational Health on Employee Performance

H2: Work Environment Can Moderates The Influence of Occupational Health on Employee Performance

3. RESULT AND DISCUSSION

Validity Test

The use of primary data in the analysis stage of the Smart PLS 4.0 validity test aims to validate whether the questions originating from the researchers' hard thinking are valid or not. A questionnaire can be said to be valid if the Loading Factor value is above 0.70. On the other hand, if the Loading Factor is below it, then the questionnaire is declared invalid and cannot be continued at the next stage (Ghozali, 2016):

Table 1
Validity Test

Variable	Item Question	Loading Factor
Occupational Health (X)	Occupational Health can make employee work results efficient	0.829
	Occupational Health can make employee work results effective	0.831
	Occupational Health can increase employee enthusiasm levels	0.849
	Occupational Health can make it easier for employees to achieve work targets	0.858
	Occupational Health can make employee happiness easy to achieve	0.877
	Occupational Health can improve employee performance	0.866
	Employee performance can be influenced by	0.895

Employee Performance (Y)	occupational health	
	Employee performance can be influenced by employee happiness	0.891
	Employee performance can be influenced by the work environment	0.882
	Employee performance can be influenced if employees are enthusiastic about working	0.892
Work Environment (Z)	The work environment can be affected by employee health	0.945
	The work environment can influence employee happiness	0.939
	The work environment can affect employee performance	0.951
	Work Environment can influence Employee Happiness	0.927

Valid > 0.70

Reliability Test

From the results of the first table of the validity test above, it can be concluded that the 14 question items consisting of 6 question items for the Occupational Health variable, 4 question items for the Employee Performance variable, and 4 question items for the Work Environment variable used in this research have loading factor values above 0.70 which means the question item used is valid. The next stage is a reliability test to ensure that each variable used is reliable with the following results (Sarstedt et al., 2014):

Table 2
Reliability Test

Variable	Composite Reliability	Cronbach Alfa	Noted
Occupational Health	0.914	0.881	Reliable
Employee Performance	0.929	0.888	Reliable
Work Environment	0.989	0.948	Reliable

Reliable > 0.70

Path Coefisien

After going through the fortress of validity and reliability, the researcher finally entered the final fortress to confirm the first hypothesis, namely that Occupational Health can have a positive relationship and significant influence on Employee Performance and the second hypothesis is that the Work Environment variable can moderate the influence of this variable with the following results (Hair, 2010):

Table 3
Path Coefisien

	Variable	P-Values	Noted
Direct Influence	OH->EP	0.011	Accepted
Indirect Influence	WE* I OH->EP	0.000	Accepted

Significant Level < 0.05

Researchers believe that if an employee has good health, it can make the employee work more productively, efficiently, enthusiastically, and of course can have a good impact on the employee's performance. Based on the results of the third table above, the results in the first row show that good occupational health can make employees more productive at work, work results more efficient, and time to achieve work targets more effective, which in the end can influence employee performance. The first researcher's hypothesis and speculation could be proven because the P-Values were below the 0.05 significance level, namely 0.011. These results are in line with research (Hartono, 2012); (SAPITRI, 2023); (Swastika, 2016); (Sari, 2023) & (Hikmah & Rahmatullah, 2019). Apart from the first hypothesis, researchers can also prove the second hypothesis if a comfortable, safe and peaceful work environment variable, both physical and non-physical, can increase the influence of occupational health on employee performance. The second statement and hypothesis is proven from the results of the third P-Values table, the second line Path Coefficient which is below the significant level of 0.05, namely 0.000, is more significant than the direct tester's 0.011. Based on this, the first and second hypotheses that researchers believe in this article can be proven and accepted.

4. CONCLUSION

Researchers believe that if an employee has good health, it can make the employee work more productively, efficiently, enthusiastically, and of course can have a good impact on the employee's performance. Based on the results of the third table above, the results in the first row show that good occupational health can make employees more productive at work, work results more efficient, and time to achieve work targets more effective, which in the end can influence employee performance. The first researcher's hypothesis and speculation could be proven because the P-Values were below the 0.05 significance level, namely 0.011. These results are in line with research (Hartono, 2012); (SAPITRI, 2023); (Swastika, 2016); (Sari, 2023) & (Hikmah & Rahmatullah, 2019). Apart from the first hypothesis, researchers can also prove the second hypothesis if a comfortable, safe and peaceful work environment variable, both physical and non-physical, can increase the influence of occupational health on employee performance. The second statement and hypothesis is proven from the results of the third P-Values table, the second line Path Coefficient which is below the significant level of 0.05, namely 0.000, is more significant than the direct tester's 0.011. Based on this, the first and second hypotheses that researchers believe in this article can be proven and accepted.

REFERENCES

- Asraf, A. (2023). The Influence of Self Efficacy and Workload on Work on Employee Performance. *Jurnal Ilmiah Edunomika*, 8(1), 7.
- Dewi, A. M. S., & Suhardi. (2021). Pengaruh Disiplin, Etika Kerja Dan Lingkungan Terhadap Kinerja Karyawan Pt Sentosa Prima Utama. *SCIENTIA JOURNAL: Jurnal Ilmiah Mahasiswa*, 3(2), 1–10. https://ejournal.upbatam.ac.id/index.php/scientia_journal/article/view/2855
- Filippo, B. . (1987). *Manajemen Personalia*. Erlangga.
- Ghozali, I. (2016). *Aplikasi analisis multivariete dengan program (IBM. SPSS)*. Univrsitas Dipenogoro.
- Hair. (2010). *Multivariate Data analysis, Seventh Editions*. New Jersey.
- Hamid, D. (2016). Pengaruh Kompensasi Terhadap Komitmen Organisasional DAN Kinerja Pegawai (Studi pada Pegawai Tetap PG Kebon Agung Malang. *Jurnal Administrasi Bisnis*, 38(2), 79–88. https://www.academia.edu/download/56005967/1512-6151-1-PB_jurnal_matrik_persamaan_job_satisfaction.pdf
- Hartono, A. (2012). Pengaruh Keselamatan dan Kesehatan Kerja Terhadap Kinerja Karyawan P.T. Mega Daya Jakarta. In *UNIVERSITAS ISLAM INDONESIA FAKULTAS EKONOMI YOGYAKARTA* (Vol. 66). https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwjmxDX0cPzAhX1_XMBHUCgAwgQFnoECAIQAQ&url=http%3A%2F%2Fadoc.tips%2Fdownload%2Fbab-2-landasan-teori294074b5647acbc51fc2a7055536b95a44523.html&usg=AOvVaw3tQ8UCQ2stW7nrQ
- Hikmah, & Rahmatullah, S. (2019). Kesehatan dan Keselamatan Kerja Terhadap Kinerja Pegawai pada Balai Besar Industri Hasil Perkebunan Makassar. *Competitiveness*, 8(1), 174–188.
- Huda, M., & Farhan, F. (2019). Pengaruh Budaya Organisasional Dan Komitmen Organisasional. *Jurnal Manajemen Motivasi*, 15(2), 62. <https://doi.org/10.29406/jmm.v15i2.1557>
- Khotimah, H., & Kiranantika, A. (2019). Bekerja dalam Rentangan Waktu: Geliat Perempuan pada Home Industri Keramik Dinoyo. *Indonesian Journal of Sociology, Education, and Development*, 1(2), 106–116. <https://doi.org/10.52483/ijsed.v1i2.10>
- Lestari, E. R., & Ghaby, N. K. F. (2018). The Influence of Organizational Citizenship Behavior (OCB) on Employee's Job Satisfaction and Performance. *Industria: Jurnal Teknologi Dan Manajemen Agroindustri*, 7(2), 116–123. <https://doi.org/10.21776/ub.industria.2018.007.02.6>

- Nugroho, B. S. (2022). Model corporate social responsibility dalam penanganan komunikasi krisis selama pandemi covid-19 di Indonesia. *Jurnal Komunikasi Profesional*, 6(2), 12.
- Nugroho, S. E., & Ratnawati, I. (2021). PENGARUH KETERLIBATAN KARYAWAN TERHADAP KINERJA KARYAWAN DENGAN VOICE BEHAVIOUR SEBAGAI VARIABEL INTERVENING (Studi pada PT Pelabuhan Indonesia III Persero Regional Jawa Tengah). *Diponegoro Journal of Management*, 10(3), 1–13. <http://ejournal-s1.undip.ac.id/index.php/dbr>
- Pramesrianto, A., Amin, S., & Ratnawati, R. (2019). Pengaruh pengembangan sumber daya manusia dan kemampuan kerja terhadap kinerja karyawan PT. Jambi Media Grafika “Tribun Jambi.” *Jurnal Dinamika Manajemen*, 7(1), 27–36. <https://doi.org/10.22437/jdm.v7i1.16661>
- Purwanto, M. E. (2022). Peran Studi Banding dalam Meningkatkan Kualitas Guru dan Kinerja Sekolah. *Jurnal Kridatama Sains Dan Teknologi*, 4(02), 173–185. <https://doi.org/10.53863/kst.v4i02.592>
- Ranty Sapitri. (2019). Pengaruh Komitmen Organisasi Terhadap Kinerja Karyawan Perusahaan Listrik Negara Area Pekanbaru. *Jom Fisip*, 3(2), 1–15.
- SAPITRI, R. (2023). PENGARUH KESELAMATAN DAN KESEHATAN KERJA (K3) TERHADAP KINERJA KARYAWAN PERUSAHAAN (Studi pada PT. Kalya Media Tekindo Kota Malang). *Journal of Engineering Research*, 2(1), 22.
- Sari, C. Y. (2023). PENGARUH KESELAMATAN DAN KESEHATAN KERJA (K3) TERHADAP KINERJA KARYAWAN. *Jurnal Malahayati*, 10(10), 3010–3018.
- Sarstedt, M., M. Ringle, C., Smith, D., Reams, R., & Hair Jr, J. F. (2014). Partial least squares structural equation modeling (PLS-SEM): A useful tool for family business researchers. *Journal of Family Business Strategy*, 5(1), 105–115.
- Swastika, B. (2016). *PENGARUH KESELAMATAN DAN KESEHATAN KERJA (K3) TERHADAP KINERJA KARYAWAN PERUSAHAAN (Studi pada PT. Kalya Media Tekindo Kota Malang)*.
- Syafi'i. (2008). *Pengaruh Keselamatan dan Kesehatan Kerja (K3) terhadap Produktivitas Kerja Karyawan di PT.Rajawali I Unit PG Krebet Baru Buluwalang Malang*. UIN Malang.
- Syamsuddin, M. . (2009). *Dasar-dasar Keselamatan dan Kesehatan Kerja*. Sarana Bhakti Persada.
- Yuliantari, K., & Prasasti, I. (2020). Pengaruh Lingkungan Kerja Terhadap Kinerja Karyawan Pada LLDIKTI Wilayah III Jakarta. *Widya Cipta: Jurnal Sekretari Dan Manajemen*, 4(1), 76–82. <https://doi.org/10.31294/widyacipta.v4i1.7699>