

The Role of Job Satisfaction in Mediating the Influence of Occupational Health & Safety (K3) and Work Environment on Employee Performance at PT. Margaria Group Yogyakarta.

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Article Information:

Keywords:

Employee Performances;
Occupational Health & Safety;
Work Environment;
Job satisfaction;

Article History:

Received : March 16, 2023

Revised : April 10, 2023

Accepted : April 20, 2023

Article Doi:

Utari, F., & Subyantoro, A. (2023). The Role of Job Satisfaction in Mediating the Influence of Occupational Health & Safety (K3) and Work Environment on Employee Performance at PT. Margaria Group Yogyakarta.. *Indikator: Jurnal Ilmiah Manajemen dan Bisnis*, 7(3), 79 -88.
doi:<http://dx.doi.org/10.22441/indikator.v7i3.19896>

Abstract

The type of research that researchers conducted was quantitative research which aimed to determine the effect of Occupational Health & Safety and Work Environment on Employee Performance with Job Satisfaction as a mediating variable. The sample used in this study were general affairs employees at PT. Margaria Group Yogyakarta with 50 employees. The sampling technique was carried out using non-probability sampling with saturated sampling method. Data collection was carried out using a questionnaire. The analysis technique used in this research is path analysis. The results of this study conclude that Occupational Health & Safety has a positive and significant effect on Employee Performance and the Work Environment has a positive and significant effect on Employee Performance. Occupational Health & Safety and Work Environment have a significant effect on Employee Performance indirectly through Job Satisfaction as a mediating variable.

INTRODUCTION

In the current 4.0 era, the ability of human resources greatly determines the success of a company in achieving its goals. every company has an obligation to create effective and efficient human resources in encouraging and supporting the success of an organization. Human resources (HR) is one part of the establishment of a company. According to Dessler (2017) Human Resource Management (HRM) is the process of acquiring, training, appraising, and compensating employees, and paying attention to their work relationships, health and safety, and fairness issues. Human resources (HR) in an organization must be managed properly and correctly so that they can have a positive effect and be able to make an optimal contribution in achieving organizational goals.

PT Margaria Group is an industrial company engaged in the textile sector. Currently PT Margaria Group has 500 employees divided into several positions. From some of these positions general affairstotaling 50 employees. Gene departmenteral affair this is a position that has the highest level of risk, this position works in the electricity sector, repairing air conditioners and buildings.

In PT. Margaria Group there are problems related to employee performance which can be proven by work quantification indicators where based on the table above the level of employee performance in 2020 to 2022 there is a significant change. it can be concluded that this column means that there has been a significant decrease in performance because the very good and good columns have decreased every year while in the sufficient column there has been an increase. With this decrease in performance, of course, it can cause constraints on the company's operational activities as well as a decrease in employee performance, this can be

caused by a high level of risk in the job. A high level of risk can cause work accidents in the workplace.

Based on data obtained from the Indonesian Employment BPJS in 2021 where there is an increase in work accident cases of 0.4% with an average of 163,000 work accident cases. Cases of work-related accidents generally occur in the fields of mining, industry, agriculture, electricity, and buildings. The lack of clarity about the program from the company and the level of awareness of employees on occupational health and safety can result in a higher number of deaths that occur while working.

in the last three years there have been several cases of work accidents that have occurred at PT. Margareta Group. Where the average work accident cases that occur every year are 45 cases (16.9%). This increase in work accidents proves that the health & safety of employees is not guaranteed. This will make employees feel insecure, uncomfortable, and unfocused because the level of work risk is quite high. Therefore, the need for policies and programs from companies that can minimize the occurrence of work accidents to employees.

Occupational health & safety (K3) programs made by companies must always be considered as well as the work environment. Based on the results of interviews with employees of PT. Margaria group for existing facilities are already supportive and good enough to support employee performance. However, there are several facilities that companies still need to complete so that employees will feel more comfortable with their work. Risky work certainly requires special accuracy and ability to prevent unwanted things from happening.

Often jobs are at risk of not getting rights in accordance with their work so that they will not be satisfied with their work and cause their performance to decrease. Employee job satisfaction must also be considered by the company. One of the indicators in determining employee job satisfaction is salary. At PT Margaria group based on the results of interviews that researchers conducted with employees of PT Margaria group, employee salaries are in position general affairs still quite low because the salary is only as big as the UMP in Yogyakarta today. For the job of an employee in the general affairs position at PT Margaria Group who is at risk, the Yogyakarta UMP is still quite low. Because the salary in accordance with the UMP is not equivalent to the risks faced by these employees. This of course can lead to a low level of satisfaction of existing employees because high job risks reduce employee performance.

In accordance with previous research, Manda & Kusri (2018) the OHS variable has a significant effect on employee performance. However, the results of research by Elly Karmeli et al (2021) state that OHS does not have a significant effect on performance. This research was conducted because in previous studies there were differences in research results regarding occupational health and safety and the work environment on employee performance and there were problems related to decreased employee performance. Based on the background that has been described, the authors are interested in conducting research with the title "The Influence of Occupational Health & Safety (K3) and Work Environment on Employee Performance mediated by Job Satisfaction at PT. Margaria Group Yogyakarta".

LITERATURE REVIEW

Employee performance

Employee performance according to Dessler (2017: 513) states that the meaning of performance is almost the same as work performance, namely a comparison between real work results and predetermined work standards. In this case performance, more focus on the results of his work. Then Robbins (2016: 260) defines performance as a result achieved by employees in their work according to certain criteria that apply to a job. there are 5 indicators of employee performance, namely work quality, work quantity, timeliness, effectiveness and independence.

Occupational health & safety

Occupational health & safety can be intended to provide protection to workers, such as aspects of safety, health, maintenance of work morale, and so on. According to Law No. 1 of 1970 concerning Work Safety. The law is well known as the basic rule of K3. This law regulates the obligations of companies and workers in implementing work safety. And Law No. 23 of 1992 concerning Health. there are 5 indicators of occupational health & safety, namely the obligation in the field of fire prevention, the obligation to install passive and active protection systems, the completeness of evacuation facilities and safe areas, the completeness of waste treatment facilities, and the completeness of building comfort facilities.

H1: Occupational Health & Safety (K3) have a positive and significant effect on Employee Performance at PT. Margaria Group Yogyakarta.

Work environment

The work environment can mean a condition or condition around employees, both physical and nonphysical, which can affect the work of employees in the company According to Sedarmayanti (2017: 23) the work environment is a place where there are a number of groups in which there are several supporting facilities to achieve company goals accordance with the vision and mission of the company. there are 11 indicators of the work environment namely Illumination/lighting, Temperature at work, Humidity at work, Air circulation at work, Noise at work, Mechanical vibration at work, Odors at work, Color layout at work , Decoration in the workplace, Work relationship between subordinates and superiors, Work relationships among colleagues.

H2: Work Environment has a positive and significant effect on Employee Performance at PT. Margaria Group Yogyakarta.

Job satisfaction

Job satisfaction is an employee's feeling towards the work done both for the achievement and performance produced by an employee. And according to Robbins and Judge (2018: 50) argue that job satisfaction is the level of an employee identifying psychologically with their work, so they consider a high level of performance is important to achieve the goals set by the company where they work. There are 5 indicators measuring job satisfaction, namely: the job itself, salary/wages, promotions, colleagues and supervision.

H3: Occupational Health & Safety (K3) has a positive and significant effect on Employee Performance mediated by Job Satisfaction at PT. Margaria Group Yogyakarta

H4: Work Environment has a positive and significant effect on Employee Performance mediated by Job Satisfaction at PT. Margaria Group Yogyakarta.

METHOD

Research conducted using quantitative methods. According to Uma Sekaran & Bougie (2017: 76) is a scientific method in which data is in the form of numbers or numbers that can be processed and analyzed using mathematical or statistical calculations.

The method of collecting data from this study is a questionnaire on line use the Google Form which is distributed to position employees general affairs PT. Margaria Group Yogyakarta. According to Sekaran and Bougie (2017: 130) primary data is data in the form of information obtained directly by researchers related to the attachment of the variables to be studied. .

The questionnaire in this study is closed so that it makes it easier and faster for respondents to answer and makes it easier for researchers to analyze the answers of respondents who have collected them. The measurement scale used in this study uses a scale Likert.

According to Sekaran and Bougie (2017), the Likert scale is a scale used to measure how strongly the subject agrees or disagrees with the questions asked..

Table 1 Likert Scale

Statement	Rating/Score
Very don't agree	1
Don't agree	2
Neutral	3
Agree	4
Very agree	5

Validity Test

Validity test is calculated by comparing the average value of r count with r table. If r count > r table, it can be said that the measuring instrument used is stated to be valid and vice versa if r count ≤ r table, the measuring instrument is declared invalid. To test the validity, a sample of n = 30 was used, at a significance level of alpha = 5% (Ghozali, 2018).

Table 2. Brand Image Variable Validity Test Results (X1)

Variable	Items	Coefficient corelation	Sign r Hitung	Information
Occupational Health & Safety (X 1)	X1.1.1	0,459	0,001	Valid
	X1.1.2	0,711	0,000	Valid
	X1.2.1	0,711	0,000	Valid
	X1.2.2	0,741	0,000	Valid
	X1.3.1	0,526	0,000	Valid
	X1.3.2	0,697	0,000	Valid
	X1.4.1	0,763	0,000	Valid
	X1.4.2	0,662	0,000	Valid
	X1.5.1	0,532	0,000	Valid
	X1.5.2	0,605	0,000	Valid

Table 3. Variable Validity Test Results Work Environment (X2)

Variable	Items	Coefficient corelation	Sign r Hitung	Information
Work Environment (X 2)	X2.1	0,329	0,020	Valid
	X2.2	0,621	0,000	Valid
	X2.3	0,600	0,000	Valid
	X2.4	0,615	0,000	Valid
	X2.5	0,806	0,000	Valid
	X2.6	0,747	0,000	Valid
	X2.7	0,663	0,000	Valid
	X2.8	0,455	0,001	Valid
	X2.9	0,514	0,000	Valid
	X2.10	0,429	0,002	Valid
	X2.11	0,304	0,032	Valid

Table 4. Employee Engagement Variable Validity Test Results (Y)

Variable	Items	Coefficient corelation	Sign r Hitung	Information
Employee Engagement (Y)	Y1.1.1	0,337	0,017	Valid
	Y1.1.2	0,515	0,000	Valid
	Y1.2.1	0,653	0,000	Valid
	Y1.2.2	0,691	0,000	Valid

	Y1.3.1	0,432	0,002	Valid
	Y1.3.2	0,624	0,000	Valid
	Y1.4.1	0,629	0,000	Valid
	Y1.4.2	0,360	0,010	Valid
	Y1.5.1	0,618	0,000	Valid

Table 5. Job Satisfaction Variable Validity Test Results (Z)

Variable	Items	Coefficient corelation	Sign r Hitung	Information
Job Satisfaction (Z)	Z1.1.1	0,322	0,022	Valid
	Z1.1.2	0,377	0,007	Valid
	Z1.2.1	0,553	0,000	Valid
	Z1.2.2	0,605	0,000	Valid
	Z1.3.1	0,674	0,000	Valid
	Z1.3.2	0,663	0,000	Valid
	Z1.4.1	0,706	0,000	Valid
	Z1.4.2	0,584	0,000	Valid
	Z1.5.1	0,489	0,000	Valid
	Z1.5.2	0,387	0,006	Valid

Based on the results of the validity test of the independent variable statement indicators (X1, X2, Z) and the dependent variable (Y) in Table 1, Table 2, Table 3, Table 4, and Table 5, the results show that the value of r count is greater than r-table, so it can be concluded that all statements on the questionnaire are declared valid.

Reliability Test

This test was carried out using SPSS version 26. If the Cronbach's Alpha is greater than the r-table with a significance of 5%, the questionnaire is declared reliable. Conversely, if Cronbach's Alpha \leq r-table with a significance level of 5%, then the questionnaire is declared unreliable.

Table 6 Reliability Test Results

Variable	Cornbach's Alpha	Criteria	Information
Occupational health & safety (X1)	0,834	0.60	Reliable
Work Environment(X2)	0,777	0.60	Reliable
Employee Engagement (Y)	0,718	0.60	Reliable
Job satisfaction (Z)	0,730	0.60	Reliable

Based on the reliability test results shown in Table 6, the Cronbach 's Alpha value for each variable is obtained more big from 0.60. (> 0.60) so that could concluded that variable brand image, beauty vlogger reviews, product quality, and purchase decisions are declared reliable and can be used for study.

RESULTS AND DISCUSSION

Analysis Regression Linear Model I

Table 4. 2
First Model Test Results

Model	Coefficients ^a			Q	Sig.	Information
	Unstandardized Coefficients		Standardized Coefficients			
	B	std. Error	Betas			
(Constans)	7,802	3,965		1968	0,055	
Health & Safety Work (X1)	0.420	0.081	0.508	5.189	0.000	Significant
Environment Work (X2)	0.367	0.084	0.430	4,391	0.000	Significant
Dependent Variable : Job satisfaction R Square : 0.646 F Count : 42,816 Significance of F : 0.000						

Source: Primarv data processed. 2023

Based on table 4.6 it can be seen that the regression equation obtained is:

$$Z = 0.508X1 + 0.430X2$$

Analysis Regression Linear Model II

Table 4. 3
Second Model Test Results

Model	Coefficients ^a			Q	Sig.	Information
	Unstandardized Coefficients		Standardized Coefficients			
	B	std. Error	Betas			
(Constans)	8,498	3,185		2,668	0,011	
Health & Safety Work (X1)	0.302	0.078	0.406	3,853	0.000	
Environment Work (X2)	0.167	0.077	0.218	2,183	0.034	
Satisfaction Work (Z)	0.330	0.113	0.366	2,926	0.005	
Dependent Variable : Employee performance R Square : 0.745 F Count : 44,740 Significance of F : 0.000						

Based on table 4.7 it can be seen that the regression equation obtained is:

$$Y = 0.406X1 + 0.218X2 + 0.366Z$$

Interpretation of Results

For the next step in path analysis is to interpret the results of the analysis results. Interpretation of the results in path analysis is used to explain how the direct and indirect effects of the independent variables, namely occupational health & safety and work environment, have on the dependent variable, namely employee performance through a mediating variable, namely job satisfaction. The results of path analysis can be seen in Figure 4.1 below:

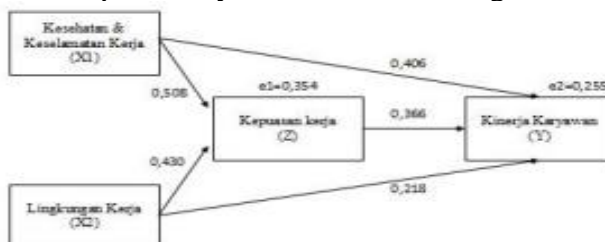


Figure 4. 1
Path Analysis Results (path analysis)

(b) Hypothesis Testing

(1) Hypothesis I Based on table 4.7 regarding the results of testing the second model, the results

show that the level of significance of the effect of occupational health & safety on employee performance is $0.000 < 0.05$, this indicates that there is a significant influence between occupational health & safety on employee performance. On standardized coefficients This beta indicates that the regression coefficient of occupational health & safety on employee performance is 0.406 (positive). This shows that occupational health & safety has a positive effect on employee performance. Thus the first hypothesis which states that "occupational health & safety has a direct effect on employee performance at PT. Margaraia Group Yogyakarta" **accepted**".

(2) Hypothesis 2 Based on table 4.7 regarding the results of testing the second model, the results show that the significance level of the influence of the work environment on employee performance is $0.032 < 0.05$, this indicates that there is a significant influence between the work environment on employee performance. On standardized coefficients This beta indicates that the regression coefficient of the work environment on employee performance is 0.218 (positive). This shows that the work environment has a positive effect on employee performance. Thus the first hypothesis which states that "The work environment has a direct effect on the performance of employees at PT. Margaraia Group Yogyakarta" **accepted**".

(3) Hypothesis 3 In addition to occupational health & safety having a direct effect on employee performance, it can be found that there is also an indirect effect of occupational health & safety on employee performance through job satisfaction as a mediating variable. occupational health & safety has a direct effect on job satisfaction of 0.406 and an indirect effect of occupational health & safety on job satisfaction of 0.148. So it can be obtained the total value of the influence of occupational health & safety on employee performance through job satisfaction of $0.406 + 0.148 = 0.554$. This shows that job satisfaction mediates the relationship between occupational health & safety and employee performance. Thus hypothesis 3 which states that "occupational health & safety has an indirect effect on employee performance mediated by job satisfaction at PT. Margaria Group Yogyakarta" **accepted**".

(4) Hypothesis 4 In addition to the work environment having a direct effect on employee performance, it can be found that there is also an indirect effect of the work environment on employee performance through job satisfaction as a mediating variable. the work environment has a direct effect on job satisfaction of 0.218 and the indirect effect of the work environment on job satisfaction is 0.079. Then it can be obtained that the total value of the influence of the work environment on employee performance through job satisfaction is 0.297. This shows that job satisfaction mediates the relationship between work environment and employee performance. Thus hypothesis 4 which states that "the work environment has an indirect effect on employee performance is mediated by job satisfaction at PT. Margaria Group Yogyakarta" **accepted**".

Sobel test

a. Occupational Health & Safety on Employee Performance mediated by Job Satisfaction The Sobel test is used to assess the effect of the mediating variable, namely job satisfaction, on the relationship between occupational health & safety variables and employee performance variables. The Sobel test can be seen in the calculation below.

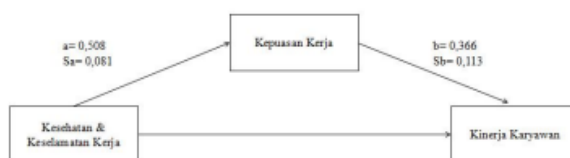


Figure 4.2
 Sobel Test Results

$$\begin{aligned}
 S_{ab} &= \sqrt{(b^2 S_a^2) + (a^2 S_b^2) + (S_a^2 S_b^2)} \\
 &= \sqrt{(0,366^2 \times 0,081^2) + (0,508^2 \times 0,113^2) + (0,081^2 \times 0,113^2)} \\
 &= \sqrt{(0,133 \times 0,006) + (0,258 \times 0,012) + (0,006 \times 0,012)} \\
 &= 0,005
 \end{aligned}$$

$$t = \frac{ab}{S_{ab}} = \frac{0,508 \times 0,366}{0,005} = \frac{0,185928}{0,005} = 37,1$$

From the results of the calculation above, it can be seen that the calculated t value is equal to 37.1 where this value is greater than t table with a significance level of 0.05 of 1.679. So it can be concluded that occupational health & safety has a significant indirect effect on employee performance through job satisfaction.

b. Work Environment on Employee Performance is mediated by Job Satisfaction

The Sobel test is used to assess the influence of the mediating variable, namely job satisfaction, on the relationship between work environment variables and employee performance variables. The Sobel test can be seen in the calculations below:

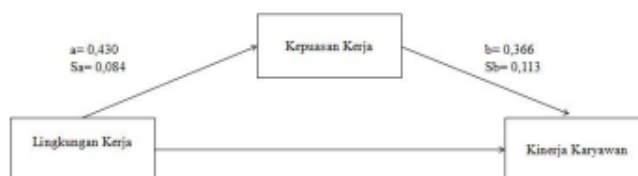


Figure 4.3
 Sobel Test Results 2

$$\begin{aligned}
 S_{ab} &= \sqrt{(b^2 S_a^2) + (a^2 S_b^2) + (S_a^2 S_b^2)} \\
 &= \sqrt{(0,366^2 \times 0,084^2) + (0,430^2 \times 0,113^2) + (0,084^2 \times 0,113^2)} \\
 &= \sqrt{(0,133 \times 0,007) + (0,184 \times 0,012) + (0,007 \times 0,012)} \\
 &= 0,004
 \end{aligned}$$

$$t = \frac{ab}{S_{ab}} = \frac{0,430 \times 0,366}{0,004} = \frac{0,15738}{0,004} = 39,3$$

From the calculation results above, it can be seen that the calculated t value is equal to 39.3 where this value is greater than t table with a significance level of 0.05 of 1.679. So it can be concluded that the work environment has a significant indirect effect on employee performance through job satisfaction.

Based on the results of the research obtained, the following conclusions can be drawn: 1. Occupational Health & Safety (K3) has a direct and significant effect on employee performance

at PT. Margaria Group Yogyakarta. This means that the better the Occupational Health & Safety (K3) the better the employee performance will be. 2. The work environment has a direct and significant effect on employee performance at PT. Margaria Group Yogyakarta. This means that the better the existing work environment, the employee performance will also increase. 3. Occupational Health & Safety (K3) has an indirect effect on Employee Performance which is mediated by Job Satisfaction at PT. Margaria Group Yogyakarta. This means that the better Occupational Health & Safety can increase job satisfaction and ultimately the performance of employees of PT. Margaria Group Yogyakarta is also increasing. 4. The work environment has an indirect effect on Employee Performance which is mediated by Job Satisfaction at PT. Margaria Group Yogyakarta. This means that a good work environment can increase job satisfaction and ultimately the performance of PT. Margaria Group Yogyakarta is also increasing. Based on the research results obtained, the author realizes that there are still many shortcomings in this research, but with this research, the researcher hopes that this research can be useful for all parties and can make a contribution. If further researchers are interested in developing research with the same theme, they can consider providing other variables or on employee performance such as organizational culture, work discipline, work life balance. so that this research can be completed.

CONCLUSION

This research finds that:

1. Occupational Health & Safety (K3) has a direct and significant effect on employee performance at PT. Margaria Group Yogyakarta.
2. The work environment has a direct and significant effect on employee performance at PT. Margaria Group Yogyakarta.
3. Occupational Health & Safety (K3) has an indirect effect on Employee Performance which is mediated by Job Satisfaction at PT. Margaria Group Yogyakarta.
4. The work environment has an indirect effect on Employee Performance which is mediated by Job Satisfaction at PT. Margaria Group Yogyakarta.

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