How Occupational Health and Safety (OHS) Practices and the Work Environment Affect Employee Performance, with Job Satisfaction Acting as an Intermediary

Hilma Farhani[1], Ratih Ayu Sekarini[2]*, Wiwin[3,] Riyadi[4]
Islamic University Jakarta
Corresponding Author: Ratih Ayu Sekarini sister,ratih13@gmail

A B S T R A C T

The purpose of this study was to determine how how much influence Occupational Health and Safety (OHS) and Work Environment have on Employee Performance mediated by Job Satisfaction at the Ministry of Health of the Republic of Indonesia. East Sunter Warehouse XVII. Research that used is a quantitative method with 76 respondents. respondents. Data collection techniques used The data collection techniques used are company observation, interview with one of the company's one of the company's employees, and distributing questionnaire using google form. in Data analysis was carried out using the Partial Least Square (PLS) method using Smart PLS software. PLS version 4 using Smart PLS software. Data Analysis The data analysis used is validity test, reliability test, Structural Model Test, and hypothesis testing. Research Results and Discussion The results showed that Occupational Health and Safety (OHS) and Work Environment on Employee Performance mediated by Job Satisfaction had a significant effect on employees of the East Sunter Warehouse XVII. from the results of data tabulation and diagrams of thefinal results of the questionnaire, the majority of respondents were respondents. From the results of data tabulation and diagrams of the final results of the questionnaire, the majority of respondents agreed with the statement that Occupational Health and Safety (OHS) and Work Environment, on Employee Performance mediated by Job Satisfaction has a positive effect

INTRODUCTION

Indonesia is a developing country with population According to the Central Statistics Agency (BPS), the number Indonesian population in the middle 2024 to reach around 281.6 million soul is in the top 4 in the world, in try increase sector industry For support growth economy . Success industry depends on four factor main consists of of the 6M namely : Humans , materials, machines , methods , markets and capital. Among all factor this , power Work own a very important role important .

Man or also known as power skilled and competent work very required For operate work with good for achieving objective organization . Although technology the more sophisticated in the era of globalization , human resources Work still needed For support operational technology said . According to Hasibuan (2019) , human is element key in organization Because they designing , executing , and determining achievement objectives . Worker performance influenced by various factor like safety and health work (K3) and environment work . Optimal performance is also driven by job satisfaction. work , which plays a role as connector For increase results Work .

On the aspect health and safety work (K3) is also very important For prevent accident consequence environment bad work . Issue health and safety can influence performance power work , so that good management can increase satisfaction work . If it happens accident , loss No only felt by workers but also by the organization . K3 aims to For guard welfare physical and mental strength work , and create environment safe and conducive work (Mangkunegara , 2015; Mathis & Jackson, 2013).

Environment work also plays role important in performance . Environment conducive work , good physique and non-physical , can increase comfort and productivity power work (Dethan) et al ., 2023). Environment Work physique covering lighting , air , security , and cleanliness , while environment non-physical covers structure work , support , and responsibility answer . Atmosphere good job allow power Work Work more effective .

With pay attention to K 3, and environment good job , performance power Work can improved , which ultimately impact positive on productivity organization . This study aiming For answer a number of questions , such as connection between K3, environment work , and satisfaction Work to performance , as well as the relation One each other. This study become base For study thesis use produce work quality and in - depth scientific research .

LITERATURE REVIEW
Occupational Safety and Health (K3)

Occupational Safety and Health (K3) aims No only protect power work and people on site work to stay safe , but also manage risk to equipment , assets and resources production . With Thus , K3 ensures all element the can used with safe and efficient , as well as prevent accidents and illnesses consequence work . Effective implementation of K3 through implementation system K3 management , as set up in Article 83 of the Law Number 13 of 2003 concerning Employment , can increase productivity . Theme warning National K3 Month of the year This designed For push

participation active all party in cultivating K3, which is expected become part important from development national for improvement productivity and well-being public .

Occupational Safety and Health (K3) aims build collaboration , understanding together , and participation between entrepreneurs and workers For create environment safe , healthy and free work from pollution . This is aiming For reduce accident work , prevent disease consequence work , and increase efficiency and productivity . In Philosophically , K3 focuses on maintaining health physical and mental health of workers as well as society , while in a way scientifically , K3 is purposeful discipline prevent risk accidents and illnesses Work .

(Stopiah, E Mamang, 2018) state that K3 management is not quite enough answer all party in organization For reduce risk danger . Sutrisno in Abu Nandir (2017) describes safety Work as effort protection that includes tool work , materials , production processes , locations , and methods Work For support improvement production and productivity . mention that accident Work is disturbance health physical , mental and social which can prevented through health programs work . While that , according to According to, indicators occupational safety and health (K3) consists of from : financing   health , service health , equipment , place storage   goods , authority work and negligence

Environment Work

Factor   environment   Work   is   matter   important thing to do note , thing This because of If worker be in the environment work that is not Healthy various DiseaseConsequences Work and Accidents Work Work can happened . In 2020 in Indonesia there was case accident Work totaling 153,044 cases , 104,852 accidents happen   in environment Work (*BPJS Employment 2020* , nd) . Environment Work is everything that is around or around place Work employee do work , including equipment , facilities   available infrastructure , materials used , methods , time or working hours   as well as   the relationship that occurs   between workersandwith party   management . Environment   workable   give impact safety , health and productivity of humans (workers and guests) who are there in place Work said.As example if We is at in a plantation company palm oil, then environment work and activities There is around We such as as following :

Environment Work have understanding that all something that is around employees who can influence himself in do work . According to Tyss (Bahri S, 2018) , " defining environment Work as space , layout physical , noise tools , materials and relationships colleague co-worker as well as quality from everything have impact positive on quality work produced " . Environment Work is condition around place Work in a way physique or non- physical which can give impression pleasant , secure , calming , and impressive hard to get or feel at home in Work .

Environment Work have aspect important that is classified become aspect environment internal work and environment Work external according to (Riyadi, 2018) , his presentation as following :

1. Environment internal work is place work (physical), a person in organization , which includes :
   a. Environment physical related direct with employees , which are in the form of facility Work physique that is
   computers , tables , chairs , cupboards and equipment office other .
   b. Environment physical that is not relate direct with employee (as facility physique or supporters), which are in the form of temperature or temperature air in the room work , cleanliness in the room work , lighting in the room work , noise in the room work , smell and color room , system security work applied in the company .

2. Environment Work external is place work (non- physical), which affects Work a person in an organization , which includes :
   a. Leadership style a leader
   b. Atmosphere or climate Work
   c. Culture Work
   d. Interpersonal relationships (between fellow), employees
   e. Relationship superior with subordinate
   f. Availability facility general like place worship , place rest , and the like .

Then continued by Simanjuntak (Riyadi, 2018) , who stated that " environment Work can shared become a number of part or Can also called aspect former environment work " parts the described below This :

1. Service Work

Service employee is aspect the most important thing to do done by each company to power work . Good service from company will make employee more enthusiastic in work , have a sensenot quite enough answer in finish his work , as well as can Keep going guard Name Good company through productivity his work and behavior his behavior . In general service employee covering a number of matter namely :
   a. Service eat and drink
   b. Service health
   c. Service room small or bathroom on site work , and so on .

2. Conditions Work

   Condition Work employee should attempted by management company as good as maybe to create a sense of security in Work For employees , conditions Work This covering adequate lighting , temperature proper and stable air , noise that can controlled , influence color , space necessary movement and safety Work employee .

3. Relationship employee

   Connection employee will very determine in produce productivity . This is due to Because existence connection between motivation as well as passion and excitement Work with conducive relationship between fellow employee in work , absence harmonious connection between employee

Satisfaction Work

According to (Jodie Firjatullah et al., 2023) There is a number of factors that influence satisfaction Work employees , namely challenging work , rewards , conditions environment work , and interpersonal relationships .

1. Challenging work mentally

   Most of the individual tend like jobs that provide chance For use skills and abilities they , as well as offer variation task . This is make work feel more interesting mentally . However , work that is too easy Can cause boredom , while too much work difficult can cause frustration and failure .

2. Appropriate awards

   Employee expect system fair , transparent and appropriate payroll with hope them . When the salary considered fair — based on demands job , level skills individual , and standards salary in society — possibility big employee will feel satisfied .

3. Condition supportive work

   Environment Work play role important in comfort and convenience employee operate task them . Factors such as layout , cleanliness , facilities , tools , temperature room , and level noise contribute to the condition fun work .

4. Connection with supportive colleagues

   Besides get income and achievement , employees also need interaction social in place work . Relationship Good with colleagues and behavior positive boss is factor important thing influence level satisfaction Work .

Employee Performance

According to (Lasmi et al., 2023) , performance employee is results interaction between ability and motivation . In management performance , important For notice that performance individual a employee in organization is an integral part of performance organization in a way Overall . Performance level individual and group contribute to success or failure achievement objective organization .

Objective evaluation performance is For Motivate employees to achieve target organization at a time fulfil standard behavior that has been set . With Thus , it is expected can produce actions and results desired by the organization (Mulyadi and Johny (Setyawan , 1999).

According to (Rivai, 2029) Giving knowledge new For help employee solve problem complex through structured tasks in accordance not quite enough answer organization . Fix connection inter-employee in activity work in the organization . Factors that influence performance employee can shared become :

Factor individual : includes abilities and skills (mental and physical), background background (experience , family , etc.), as well as demographics (age , origin , etc.).

 1 Factor organization : includes source power , leadership , compensation , structure organization , and description work .

2. Factor psychological : includes perception , attitude , personality , pattern learning , and motivation .
3. (Makkira et al., 2022) , performance is results work achieved somebody in carry out task based on ability , experience , seriousness , and time . By general , performance influenced by factors   internal (such as ability and motivation individual) and factors external (like environment work and support organization).

METHODOLOGY

In study this , approach qualitative with method studies library used as base presentation work scientific . Approach This involving implementation relevant theories to issue study as well as refers to various sources , such as online and print journals . Study literature includes the process of collecting , recording , and analyzing data for support hypothesis research . Approach inductive applied to be consistent with question research that has been formulated . (Somantri, 2005)

This study is designed as a baseline study of the field work that Gudang Sunter Timur XVII (Unit 15) Kelapa Gading Barat, Kec. Kelapa Gading, North Jakarta The East Sunter Warehouse (GST) is located in a strategic location in the Bella Terra Kelapa Gading area, with easy access to the East Sunter Warehousing Area of Perum BULOG DKI Jakarta. The data to be used includes primary data, such as survey results, interviews, and questionnaires, as well as secondary data in the form of work progress reports from East Sunter Hall XVII (Unit 15) In this study, a survey approach with quantitative methods was used to collect data related to confidence, opinions , characteristics , behaviors , and relationships intervariable which is relevant with the past or condition moment this . Survey quantitative also aims test related hypothesis with health , safety work , environment work , and competence through sample from population certain .

Collection on the method survey quantitative done through interview or questionnaire structured designed For get the data that can measured in a way quantitative . Interviews and questionnaires with population sample fed up as many as 76 employees designed with organized questions For confirm the data obtained relevant and able support analysis in a way in-depth . Approach This allow collection information in a way systematic and continuous .

RESULTS AND DISCUSSION
Outer Model Analysis

Done For ensure that tool measurement used worthy to be made measurement (valid and reliable). Validity test used For test validity questionnaire to ensure that the statement items are how many in the questionnaire study This can understood by the respondents . (Wiyono, 2011)

mention that validity can determined by convergent validity (outer model) with loading factor value of 0.50 to 0.60 is considered enough . In the validity test this , researcher use loading factor value >0.50. Questionnaire has spread out to 76 respondents that is Employees of PT Bulog . Outer model analysis for indicator reflective can tested through some indicators

a. Convergent Validity

The convergent validity value is loading factor value on latent variables with indicators nya . Convergent validity shows levels to what extent results measurement a draft correlate with results measurement with another concept that is theoretical must correlated positive . An indicator is said to be have good reliability , if outer loading value above 0.7, while outer loading value still can tolerated up to 0.5 and below from value 0.4 can be dropped from analysis (Ghozali, 2018) . Apart from that looking at the outer loading, convergent validity testing can also be done done with see This is AVE. If the AVE value is above 0.5 then a indicator has fulfil good convergent validity .
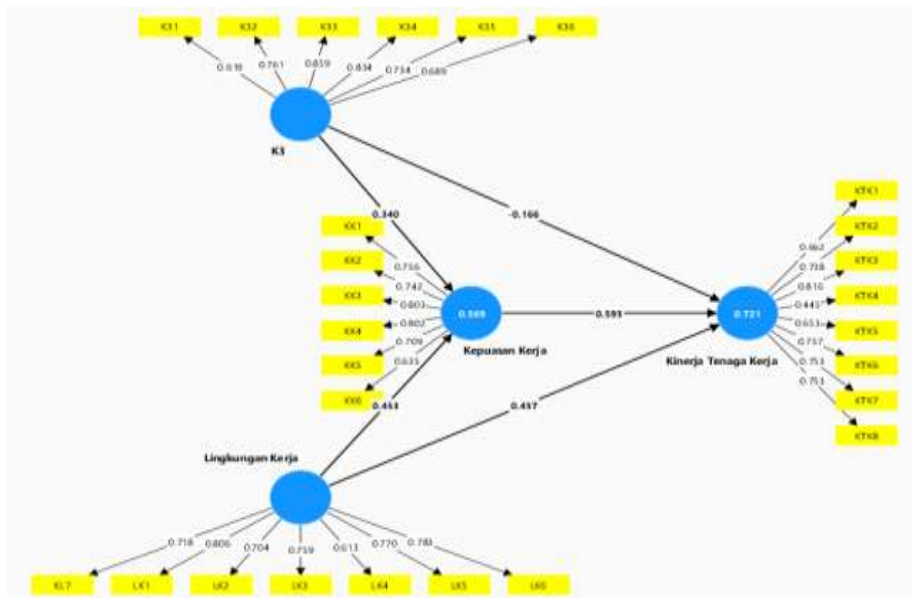

Figure 1. Outer Loading Model

Table 1. First Loading Output

	K3	Kepuasan Kerja	Kinerja Tenaga Kerja	Lingkungan Kerja
K31	0.619			
K32	0.761			
K33	0.859			
K34	0.834			
K35	0.734			
K36	0.689			
KK1		0.756		
KK2		0.742		
KK3		0.803		
KK4		0.802		
KK5		0.709		
KK6		0.635		
KTK1			0.662	
KTK2			0.738	
KTK3			0.816	
KTK4			0.445	
KTK5			0.653	
KTK6			0.757	
KTK7			0.753	
KTK8			0.753	
LK1				0.806
LK2				0.704
LK3				0.759
LK4				0.613
LK5				0.770
LK6				0.783
LK6				0.783
KL7				0.718

From the image and table above found that There is variables that are not Good For That must be thrown away because considered No influential and significant so researcher do calculation second and has throw away values below 0.7 are discarded namely K31, K36, KK 6, KTK 1, KTK4, KTK5, and KL4.
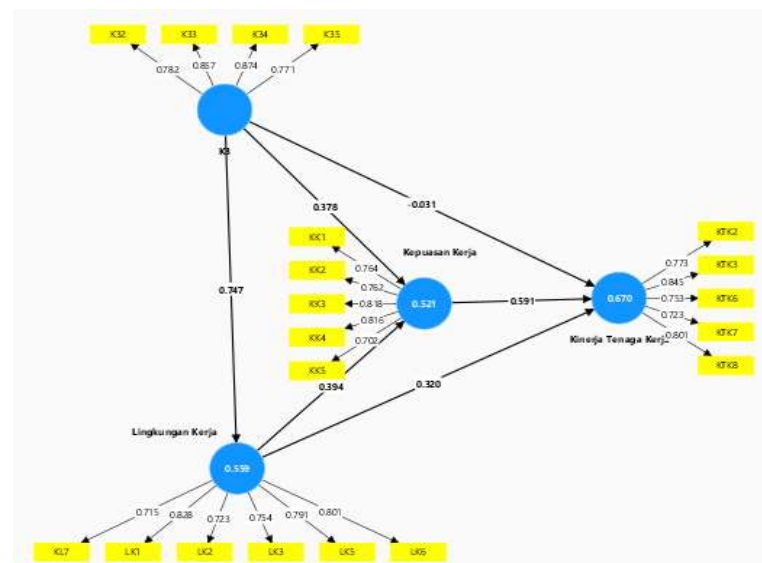

Figure 2. Outer Loading Model Fix

Table 2. Loading Model Output fix

	K3	Kepuasan Kerja	Kinerja Tenaga Kerja	Lingkungan Kerja
K32	0.782			
K33	0.857			
K34	0.874			
K35	0.771			
KK1		0.764		
KK2		0.762		
KK3		0.818		
KK4		0.816		
KK5		0.702		
KTK2			0.773	
KTK3			0.845	
KTK6			0.753	
KTK7			0.723	
KTK8			0.801	
LK1				0.828
LK2				0.723
LK3				0.754
LK5				0.791
LK6				0.801
KL7				0.715

On Indicators variable : Environment Work has 6 indicators (KL7, LK1, LK2, LK3, LK4, LK5, LK6) with factor loading value between 0.715–0.801, shows contribution strong from every indicator to latent variable . Satisfaction Work has 5 indicators (KX1, KX2, KX3, KX4, KX5) with factor loading value between 0.702–0.818. Workforce Performance has 8 indicators (kTK2 to kTK8) with factor loading value between 0.723–0.801.

Connection between latent variable : Environment Work in a way direct influence Satisfaction Work (coefficient path 0.394). Environment Work also affects workforce performance in a way direct (coefficient path 0.320). Satisfaction Work give influence large on Labor Performance (coefficient path 0.591). based on the image above Negative Path Coefficient it can be said that There is connection negative between variable Environment Work with Satisfaction Work (-0.031), but its influence very small compared to influence positive others . So the conclusion of the environment work and satisfaction Work own contribution significant to performance power work . Indicators on all variable show good validity Because own high factor loading value (> 0.7).
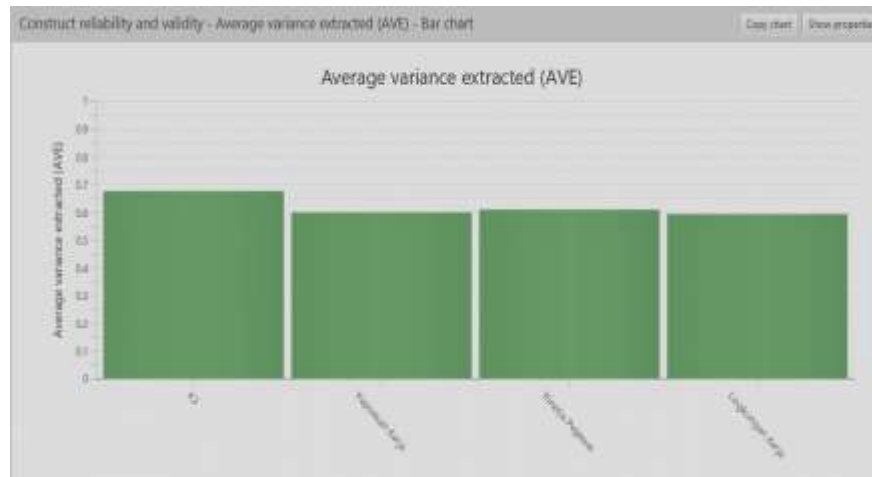
Figure 3. Avarege Variance Extracted (AVE)

Result of picture can seen that AVE from Health and Safety Work , performance employees and satisfaction Work have discriminant validity is very Good because AVE number > 0.5. Here is results composite reliability and cronbach alpha figures

Table 3. Avarege Variance Extracted (AVE)

	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
K3	0.839	0.841	0.893	0.676
Kepuasan Kerja	0.833	0.843	0.882	0.599
Kinerja Pegawai	0.839	0.848	0.886	0.609
Lingkungan Kerja	0.862	0.864	0.897	0.593

Reliability and Cronbach alpha results Values of Table 3, Reliability indicator each variable Can tested with group indicator . Variable with mark group indicator > 0.7 and numbers cronbach's alpha > 0.6 then variable composite reliability is met .

known If compsite reliability and cronbach alpha safety health Work , performance employees , and satisfaction great reliability work consequence number composite reliability > 0.7 and the number cronbach's alpha> 0.6.

Inner Model

Coefficient Determination

Coefficient Determination Coefficient The determinant (R-Square) is tool check used right For look for know how much big impact other variables against endogenous variables Below This is results data processing with smartPLS 3.0 R-Square Value: R-Square

Table 4. Rquare

	R-square	R-square adjusted
Kepuasan Kerja	0.521	0.508
Kinerja Tenaga Kerja	0.670	0.656
Lingkungan Kerja	0.559	0.553

Can be known R-squared number of variables to fasting Work of 0.521 . This explain percentage satisfaction work among employee Labor Protection and 0.670 with percentage performance power Work and 0.559 on the variables environment work . The r-Square value of variable satisfaction work 0.508 and the Workforce Performance value 0.656 and environment Work worth 0.553 Meaning environment Work Can explained with satisfaction work and satisfaction power Work variable is 55%.

Testing Hypothesis

Hypothesis testing is Checking carried out by comparing T- table and T-statistic figures . if t- statistic number increase big from t- table number (1.96) if level significance of 5% or 0.05 to hypothesis is stated accepted , (Ghozali, 2018)

Table 5. Path Coefficients

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
K3 -> Kepuasan Kerja	0.454	0.885	33.390	0.014	0.989
K3 -> Kinerja Karyawan	-0.060	0.233	45.006	0.001	0.999
K3 -> Lingkungan Kerja	0.877	0.881	0.071	12.333	0.000
Lingkungan Kerja -> Kepuasan Kerja	0.395	-0.035	33.390	0.012	0.991
Lingkungan Kerja -> Kinerja Karyawan	0.879	0.592	45.006	0.020	0.984

CONCLUSION AND RECOMMENDATION
1. Testing Hypothesis 1

Incident This meaningful that all health and safety indicators work , fit competent work and performance from employees , namely has a Loading factor > 0.7. except check the factor loadings , there are This other system can be used For estimate average variance extracted (,AVE) points from four tested variables 2 variables vilid and 2 variables No viled <0.6. there is its value is K3 0.676, Environment Work 0.599 Satisfaction Work 0.609 and Employee Performance 0.593

2. Testing Hypothesis 2

Can be known R-squared number of variables to fasting Work of 0.521 . This explain percentage satisfaction work among employee Labor Protection and 0.670 with percentage performance power Work and 0.559 on the variables environment work . The r-Square value of variable satisfaction work 0.508 and the Workforce Performance value 0.656 and environment Work worth 0.556 Meaning environment Work Can explained with satisfaction work and satisfaction power Work variable is 55%.

3. Testing Hypothesis 3

Hypothesis testing is The checks were carried out with compare T- table and T- statistic figures . If T- statistics number increase big from T- table number (1.96) if level significance of 5% or 0.05 that hypothesis accepted .

ADVANCED RESEARCH

This study seeks to identify literature that substantiates the variables examined and offers findings that may be relevant for future research, addressing both research gaps and other scholarly interests. The recommendations derived from this study can enhance the body of knowledge, particularly in human resources concerning Occupational Health and Safety (OHS) and the work environment's impact on employee performance, with job satisfaction serving as a mediating factor discussed in this article.Copy Regenerate

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