

The Influence of Work Discipline on Employee Health and Safety in the Era of the Covid-19 Pandemic

Mahbubah Srimulatsih

Sekolah Tinggi Ilmu Ekonomi Riau
Jln HR Subrantas No 57 Km 12,5 Panam Pekanbaru
Email: Mahbubah11nov@gmail.com



doi.org/10.54099/ijmba.v1i1.96

ARTICLE INFO

Research Paper

Article history:

Received: March 2, 2022

Revised: March 20, 2022

Accepted: March 31, 2022

Keywords: Work Discipline,
Employee Health and Safety,

ABSTRACT

The purpose of this study was to determine the effect of work discipline on occupational health and safety. The research was conducted in a private company in Riau Province. This research is a quantitative research using SPSS version 25 to test hypotheses and data processing. The results of the analysis found that work discipline had a positive and significant effect on the Occupational Safety and Health of Employees. Based on the determinant test, the value of R square is obtained at 0.594 or 59.4%, which means that work discipline has an influence on Occupational Health and Safety. Employee the remaining 40.6% is influenced by other variables not examined in this study.

This work is licensed under a Creative Commons Attribution-Non Commercial 4.0 International License.

INTRODUCTION

Occupational health and safety has been established by the local government and the central government to protect employees. Every company located in Indonesia, whether owned by the government or privately owned, is required to implement an occupational health and safety system. By ensuring occupational health and safety, employees will feel comfortable and protected during their work activities (Dwomoh et al., 2013; Gbadago et al., 2017; Iskanto et al., 2020).

Occupational health and safety (K3) is important for companies because the impact of work accidents is not only detrimental to employees but also to the company. The company has to bear the medical and hospital costs, including covering the burial costs if the victim dies. Another impact that some people don't realize is the loss of working time for employees who are victims of work accidents and other fellow employees who help victims of work accidents. (Gopang et al., 2017).

While the losses that occur for employees who experience work accidents are certainly more clear and real, such as experiencing injuries, physical disabilities and even death. Not infrequently, work accidents will also affect the psyche of the employee himself or other employees such as mental decline or his courage to carry out a certain task or perform tasks in certain areas so that it will interfere with the comfort and performance of the company.

Discipline is a very important factor in everyday life. In the industrial world, especially in the construction service industry, discipline must be adhered to and implemented by all work components, both workers, executives and company leaders. Work discipline is very influential on the progress of the company because work discipline is a very important factor for the progress of the

company(Andriani, 2019; Ansori, 2021; Barkhowa et al., 2017; Hilmawan, 2020). Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase awareness and willingness of employees to comply with all company regulations and applicable norms, including to overcome and maintain Occupational Health and Safety. for employees(Harwina, 2021; Iskamto, 2021, 2022; Kaynak et al., 2016; Marlinda, 2021; Nurhayana, 2021).

Discipline is a very important factor in everyday life. In the industrial world, especially in the construction service industry, a disciplined attitude must be obeyed and implemented by all work components, both workers, executives and company leaders. Work discipline is very influential on the progress of the company because work discipline is a very important factor for the progress of the company. Discipline is a very important factor in everyday life. In the industrial world, especially in the construction service industry, a disciplined attitude must be obeyed and implemented by all work components, both workers, executives and company leaders. Work discipline is very influential on the progress of the company because work discipline is a very important factor for the progress of the company. Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase awareness and willingness of employees to comply with all company regulations and applicable norms, including to overcome and maintain Occupational Health and Safety. for its employees.

LITERATURE REVIEW

Work Discipline

According to Hasibuan (2017: 193) explains that discipline is the sixth operative function of human resource management which is most important because the better the employee discipline, the higher the level of discipline so that the employee's work performance is getting better. An employee who does not have work discipline, it is difficult for the organization to achieve its goals.

According to Sutrisno (2016: 89) explaining that work discipline is a person's behavior in accordance with existing regulations, work procedures, or discipline is an attitude of behavior and actions that are in accordance with organizational regulations, both written and unwritten.

According to Katiandagho, et al in Mauli Siagian (2018:24) discipline is an attitude of respect, respect, obedience and obedience to the applicable regulations, both written and unwritten and able to carry out them and do not avoid receiving sanctions if he violated the duties and powers given to him.

Work discipline is a process of constructive development for interested employees because work discipline is shown in actions, not people. Discipline is also a training process for employees so that employees can develop self-control and become more effective at work. Work discipline can be seen as something that has great benefits, both for the benefit of the organization and for the employees. For organizations, the existence of work discipline will ensure the maintenance of order and the smooth implementation of tasks, so that optimal results are obtained. As for employees, a pleasant working atmosphere will be obtained so that it will increase morale in carrying out their work. Therefore,

With a good level of work discipline, it will be seen in the following circumstances:

- 1) The high morale of employees in carrying out the work.
- 2) The high responsibility of employees in carrying out the work.
- 3) The high level of employee concern for the achievement of company goals.
- 4) High level of solidarity among employees.
- 5) Increased work productivity of employees.

Likewise, if there is a weak level of employee discipline, it will be seen with the following circumstances:

- 1) Decreased employee morale.
- 2) Employees are often late coming to work.
- 3) There are often conflicts between employees and leaders.
- 4) High levels of employee absenteeism.
- 5) Often the completion of work is behind the schedule that has been determined.
- 6) Supervision of work is not going well.

Disciplinary Indicators

The point is that there are many indicators that affect the level of discipline of employees in an organization or company, therefore, there must be an assessment with the tools of dimensions and indicators. Bejo Siswanto in Lijan Poltak Sinambela (2018:356) describes the dimensions and indicators of discipline, namely:

- 1) Attendance frequency
- 2) Employee alert level
- 3) Adherence to work standards
- 4) Obedience to work regulations
- 5) Work ethic

Occupational Health and Safety

Occupational health is an effort to keep employees healthy while working. This means that the conditions of the work environment will not make employees unhealthy or sick. Work safety is a comprehensive employee protection activity. This means that the company is trying to keep employees from getting an accident while carrying out their activities.

Definisi kesehatan dan keselamatan kerja oleh ILO/WHO jointsafety and healthcommitee, yaitu : " Suatu upaya untuk mempertahankan dan meningkatkan derajat kesejahteraan fisik, mental dan sosial yang setinggi-tingginya bagi pekerja disemua jabatan, pencegahan penyimpangan kesehatan diantara pekerja yang disebabkan oleh kondisi pekerjaan, perlindungan pekerja dalam pekerjaannya dari resiko akibat faktor yang merugikan kesehatan, penempatan dan pemeliharaan pekerja dalam suatu lingkungan kerja yang diadaptasikan dengan kapabilitas fisiologi dan psikologi, dan diringkaskan sebagai adaptasi pekerjaan kepada manusia dan setiap manusia kepada jabatannya ".

According to Koeshartono and Junaedi (2012:121), occupational safety and health is a protection or the main means for the prevention of accidents, disability and death as a result of work accidents with the aim of ensuring that the workforce obtains perfect physical, mental and social health so as to enable to work optimally.

According to Budiono et al., in Hartatik (2014: 325), occupational safety and health is a multidisciplinary science that applies thought efforts and improvements to working environmental conditions, occupational health and safety, as well as protecting workers against the risks of danger in doing work, as well as preventing the occurrence of accidents. losses due to work accidents, occupational diseases, fires, explosions, or environmental pollution.

Occupational health and safety management is a process that is carried out continuously during work activities and company activities. In addition, the implementation of occupational health and safety management must also be reviewed periodically to ensure that the system that has been implemented by the company has been able to provide optimal protection to workers. If the existing system is deemed insufficient to provide protection, the occupational health and safety system must be adjusted.

So, occupational health and safety (K3) is an activity that guarantees the creation of safe working conditions, avoiding physical and mental disorders through coaching and training, direction and control over the implementation of tasks from employees and providing assistance in accordance with applicable regulations, both from institutions government and the companies where they work.

If the company implements good occupational health and safety management, there are several benefits that the company can get, including:

- 1) Lowering the employee turnover rate
- 2) Creating good working conditions
- 3) Reduce absenteeism
- 4) Increase productivity

So, it is the obligation of every employee to comply with what the company has made. Employee compliance to use all work equipment as well as possible, not only benefits employees, but also work activities. On the other hand, for the company, it is an obligation to make the best work safety and health programs, including continuing to carry out the monitoring process. This is important so that neither party is harmed.

Occupational Health and Safety Indicators

According to Andika in Kurniawati (2019: 61) indicators to measure Occupational Safety and Health (K3) include:

- a) Availability of Personal Protective Equipment (PPE)
Personal Protective Equipment (PPE) is all equipment used to protect oneself from risks due to work accidents. With the availability of PPE, employees will work safely and comfortably.
- b) Availability of hazard identification tools in the work environment
It is important to note that employees are able to identify hazards in the work environment, for example the installation/attaching of warning symbols for danger signs that function as an effort to control risk and a Light Fire Extinguisher (APAR) which is the first line of defense in the event of a fire.
- c) Implementation of emergency response exercises on a regular basis
The company has emergency response procedures which are procedures for dealing with emergency situations such as fires, floods and earthquakes that may occur. This procedure must be socialized to all employees and simulations are also carried out periodically to get used to it so as not to panic if the situation does occur.
- d) Procedure for applying the use of PPE
With the procedure for applying the use of PPE, it is hoped that employees can know how to use PPE properly and increase awareness of using PPE.
- e) Availability of clinics at the project site
In an effort to maintain and improve employee health, the company always provides health facilities for its employees, including the availability of a clinic with company doctors during working hours to make it easier for employees to seek treatment.
- f) Availability of insurance for work accidents
In an effort to maintain employee health, the company provides service guarantees and compensation if employees experience an accident while on their way to, carrying out tasks and various work-related illnesses such as BPJS, Jamsostek and other types of benefits.

The effect of work discipline on occupational health and safety

Discipline is closely related to occupational health and safety. This is evidenced by the results of Kurniawati's research (2019: 86) which states that work discipline has a positive and significant effect on Occupational Safety and Health (K3), work discipline has a positive and significant effect on employee performance. Occupational Safety and Health (K3) has a positive and significant effect on

employee performance. Furthermore, work discipline directly has a positive and significant effect on performance through Occupational Safety and Health (K3).

As a result of not paying attention to occupational health and safety, it will cause unwanted risks, such as disability or death. Hasibuan (2017: 188) emphasized that companies must impose sanctions on employees who are not disciplined in using personal safety equipment at work, such as using masks, gloves, and other safety equipment in accordance with the work environment.

RESEARCH METHODS

This research is quantitative research. Data analysis and hypothesis testing using SPSS version 25. Previously, the data was tested for validity and reliability tests. The research location is in a private company in Riau Province. The number of samples in the study were all employees, totaling 55 people.

RESULTS AND DISCUSSION

Validity test

Validity test is used to determine whether the measuring instrument compiled can be used to measure what will be measured accurately. The validity of an instrument will describe the level of ability of the measuring instrument that will be used to reveal something that is the main target of measurement. An item is said to be valid if the Product Moment value is greater than 0.2656 or the resulting calculated r value is greater than the r table value. Based on the results of testing the quality of the data by testing the validity of the Product Moment value generated by each statement item, it is greater than the resulting r table value of 0,

Reliability Test

The reliability test is intended to determine the consistency of the measuring instrument in its use. A measuring instrument is said to be reliable if in several times the measurement of the same group or subject obtains relatively the same results, as long as the aspects in the group or subject being measured have not changed. To achieve this, a reliability test was conducted using Cronbach's alpha method with a value above 0.60. The following is a table of reliability test results for this study as follows:

Table 1: Reliability Test

No	Variable	Cronbach's Alpha . value	Information
1	Work discipline	0.844	Reliable
2	Employee Occupational Health and Safety	0.769	Reliable

SPSS 2021 Data Processing Source

Based on the test results of the measuring instrument used in this study, the value of Cronbach's alpha generated by processing using the help of the SPSS application is above 0.60, the instrument used in this study is declared reliable or consistent when used in several measurements.

Data Normality Test

The normality test aims to test whether in the regression model, the dependent variable and the independent variable both have a normal distribution or not. A good regression model is to have a normal data distribution or close to normal. Normality testing in this test uses graphical analysis. By

looking at the normal probability plot, which compares the actual distribution with the normal distribution. The normal distribution will form a straight diagonal line, or the data will spread along the diagonal line. Figure 5.1 is a picture of the normality test results of the two variables in the study.

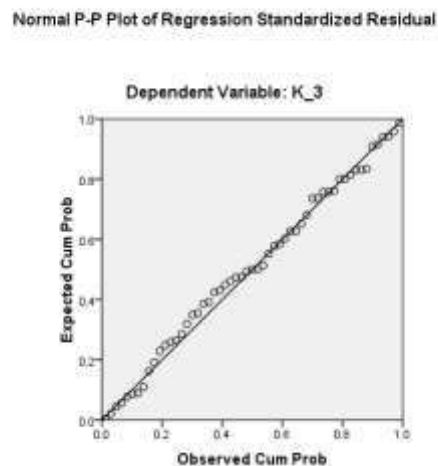


Figure 1 Plot Line Normality Test

Based on Figure 5.1 the results of the normality test, it can be seen that the plot line of the data of the dependent variable and the independent variable has a normal distribution, because the data that has been processed is widely spread around the diagonal line and follows the diagonal line, this means that the data that has been tested has a normal distribution and can be used.

Hypothesis Test Results

Simple Linear Regression

This analysis is used to determine the effect of the independent variable (work discipline) on the dependent variable (Occupational Safety and Health). The equations in the simple linear regression analysis of this study are: $Y = a + bX + e$, and the results of Simple Linear Regression processed by SPSS in this study are as follows:

Table 2: Simple Linear Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18,336	3.363		5.453	.000
	Work Discipline	.733	.083	.771	8.802	.000

a. Dependent Variable: K_3

Based on Table 2, it can be seen that the resulting simple linear regression equation is as follows:

Simple Linear Regression Equation: $y = 18,336 + 0,733X + e$ The value of constant (a) is 18,336 The meaning is if Work Discipline Employees of PT. Mitra Bumi Kampar Regency is assumed to be zero (0), then the level of Occupational Safety and Health of Employees is 18,336. Regression coefficient value 0,733 states that if work discipline increases by 1 unit, it will affect the Occupational Safety and Health of Employees PT. Mitra Bumi Kampar Regency by 0,733 unit.

Partial Test (T Test)

This test was conducted to determine the effect of the independent variables individually on the dependent variable. This test is carried out by comparing the t value obtained from the calculation (t_{hitung}) with the t value in the t table at the error level (α) by 5%.

Table 3: T Test Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18,336	3.363		5.453	.000
	Work Discipline	.733	.083	.771	8.802	.000

a. Dependent Variable: K_3

a.

Based on the results of the regression test in table 3 it can be seen that the value of $t_{count} > t_{table}$ ($8.802 > 2.006$) and significance < 0.05 ($0.000 < 0.05$), then H_0 is rejected and H_a is accepted. This means that work discipline has a positive and significant effect on the Occupational Safety and Health of Employees.

Coefficient of Determination (R²)

The coefficient of determination is the amount of the independent variable's contribution to the dependent variable. The higher the coefficient of determination, the higher the value of the coefficient of determination of the independent variable, explaining that the greater the influence of the independent variable on the dependent variable.

Table 4: Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.771a	.594	.586	4.12271

a. Predictors: (Constant), Work Discipline

b. Dependent Variable: K_3

From table 4 above, it can be seen that the value of R square is 0,594 or 59.4% means that work discipline has an influence on Occupational Safety and Health Employee PT. Mitra Bumi in Kampar Regency is 59.4% and the remaining ($100 - 59.4$) 40.6% is influenced by other variables not examined in this study.

Conclusion

The results of the analysis are based on the results of the regression test in table 5.33 can be seen that the value of $t_{count} > t_{table}$ ($8.802 > 2.006$) and significance < 0.05 ($0.000 < 0.05$), then H_0 is rejected and H_a is accepted. This means that work discipline has a positive and significant effect on the Occupational Safety and Health of Employees. The value of R square obtained is 0,594 or 59.4% means that work discipline has an influence on Occupational Safety and Health Employee PT. Mitra Bumi in Kampar Regency is 58.6% and the remaining ($100 - 59.4$) 40.6% is influenced by other variables not examined in this study.

REFERENCES

Andriani, D. (2019). Pengaruh Pembinaan, disiplin dan motivasi terhadap kinerja guru PAUD Kec. Talang Kelapa. *PERNIK: Jurnal Pendidikan Anak Usia Dini*, 1(1), 38–52.

- Ansori, P. B. (2021). The Influence of Leadership and Motivation on the Performance of an Educational Institution: A Case Study. *International Journal of Islamic Business and Management Review*, 1(1), 11–20. <https://doi.org/10.54099/ijibmr.v1i1.45>
- Barkhowa, M. K., Lukiastuti, F., & Sutanto, H. A. (2017). Pengaruh Kepemimpinan Terhadap Kinerja Karyawan Dengan Kedisiplinan Karyawan Sebagai Variabel Intervening (Studi Pada Karyawan Bagian Produksi Dan Galvanis di PT. Kurnia Adijaya Mandiri). *Magisma: Jurnal Ilmiah Ekonomi dan Bisnis*, 5(1), 24–37. <https://doi.org/10.35829/magisma.v5i1.10>
- Dessler, Gary. 2011. Manajemen Sumber Daya Manusia, jilid II. Jakarta : PT. Indeks
- Dwomoh, D. G., Owusu, E. E., & Addo, M. (2013). Impact of occupational health and safety policies on employees' performance in the Ghana's timber industry: Evidence from Lumber and Logs Limited. *International Journal of Education and Research*, 1(12), 14.
- Gbadago, P., Amedome, S. N., & Honyenuga, B. Q. (2017). The Impact of Occupational Health and Safety Measures on Employee Performance at the South Tongu District Hospital. *Global Journal of Medical Research (K)*, 17(5), 8.
- Ghozali, 2016, Aplikasi Analisis Multivariete Dengan Program IBM SPSS. Semarang: Badan Penerbit Universitas Diponegoro.
- Gopang, M. A., Nebhwani, M., Khatri, A., & Marri, H. B. (2017). An assessment of occupational health and safety measures and performance of SMEs: An empirical investigation. *Safety Science*, 93, 127–133. <https://doi.org/10.1016/j.ssci.2016.11.024>
- Hartatik, Puji Indah. (2014). Buku Praktis Mengembangkan SDM. Jogjakarta: Suka Buku
- Harwina, Y. (2021). The Effect of Service Quality on Consumer Satisfaction: A Case Study of the Hospitality Industry in Pekanbaru Indonesia. *ADPEBI International Journal of Business and Social Science*, 1(1), 19–27. <https://doi.org/10.54099/aijbs.v1i1.36>
- Hasibuan, Malayu S.P, 2017, Manajemen Sumber Daya Manusia, Jakarta: PT Bumi Aksara
- Hilmawan, I. (2020). PENGARUH KOMPENSASI, LINGKUNGAN KERJA FISIK, DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA PT. WILDWOOD CIKANDE KABUPATEN SERANG. *Rekaman : Riset Ekonomi Bidang Akuntansi Dan Manajemen*, 4(2), 147–164.
- Iskamto, D. (2021). Investigation of Purchase Decisions Based on Product Features offered. *ADPEBI International Journal of Business and Social Science*, 1(1), 1–9. <https://doi.org/10.54099/aijbs.v1i1.1>
- Iskamto, D. (2022). Analysis of The Impact of Competence on Performance: An Investigative In Educational Institutions. *Asean International Journal of Business*, 1(1), 68–76. <https://doi.org/10.54099/aijb.v1i1.74>
- Iskamto, D., Puspa Liza Ghazali, Aftanoorhan, A., & Narti, S. (2020). Effect of Occupational Safety And Health on Performance: An Empirical Investigation. *International Journal of Islamic Studies and Social Sciences*, 1(3), 20.
- Kaynak, R., Tuygun Toklu, A., Elci, M., & Tamer Toklu, I. (2016). Effects of Occupational Health and Safety Practices on Organizational Commitment, Work Alienation, and Job Performance:

Using the PLS-SEM Approach. *International Journal of Business and Management*, 11(5), 146. <https://doi.org/10.5539/ijbm.v11n5p146>

- Koeshartono, D. & Junaedi. 2012. Hubungan Industrial. Yogyakarta: Universitas Atma Jaya.
- M, Manulang DK, 2011, Manajemen Personalia, (Yogyakarta : Gajah Mada University Press).
- Mangkunegara, Anwar Prabu. (2013). Manajemen Sumber Daya Manusia Perusahaan. Bandung: PT Remaja Rosdakarya
- Marlinda. (2021). Employee Performance View of Human Relations and Rewards. *Husnayain Business Review*, 1(1), 51–57. <https://doi.org/10.54099/hbr.v1i1.11>
- Marwansyah, 2010, Manajemen Sumber Daya Manusia (2 ed), Bandung : Alfabeta
- Mauli Siagian, 2018, *Peranan Disiplin Kerja Dan Kompensasi Dalam Mendeterminasi Kinerja Karyawan Dengan Disiplin Kerja Sebagai Variabel Intervening Pada PT Cahaya Pulau Pura Di Kota Batam*, Jurnal Ilmiah Manajemen, Vol. 6 No.2, Universitas Putera Batam
- Nurhayana, N. (2021). The Influence of the Recruitment Process on PT Pos Indonesia's Employee Performance. *Husnayain Business Review*, 1(1), Article 1. <https://doi.org/10.54099/hbr.v1i1.4>
- P. joko Subagyo. 2011. *Metode Penelitian dalam Teori dan Praktik*. Yogyakarta: Penerbit Rineka Cipta
- Priyatno, Duwi. 2016. *Belajar Alat Analisis Data Dan Cara Pengolahannya Dengan SPSS Praktis dan Mudah Dipahami untuk Tingkat Pemula dan Menengah*, Yogyakarta: Gava Media
- Samsudin, Sadili. 2010. Manajemen Sumber Daya Manusia. Bandung : CV. Pustaka Setia.
- Sinambela, Lijan Poltak. 2018, *Manajemen Sumber Daya Manusia*. Jakarta: PT Bumi Aksara
- Siregar, Sumiati. 2014. Jurnal Pengaruh disiplin kerja dan pengawasan terhadap keselamatan dan kesehatan kerja karyawan pada PT. Riau Crumb Rubber Factory Pekanbaru (hlm : 2/13). Pekanbaru.
- Sugiyono, 2014. Metode Penelitian Manajemen. Bandung : CV. Alfabeta,
- Supranto, J, 2009, Analisis Multivariat: Arti dan interpretasi, Jakarta, PT. Rineka Cipta
- Sutrisno, Edi. 2016. *Manajemen Sumber Daya Manusia*. Jakarta : Prenadamedia Grup.
- Veithzal Rivai Zainal, S. 2015. Manajemen Sumber Daya Manusia Untuk Perusahaan . Edisike-7. Depok: PT Rajagrafindo.