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THE INFLUENCE OF OCCUPATIONAL HEALTH AND SAFETY ON EMPLOYEE PROFESSIONALISM AND WORK PRODUCTIVITY

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Abstract *- This study aims to investigate the effect of occupational health and safety on employee professionalism and productivity at PT MIK. In this study, a simple regression method was used using data from 248 respondents who are employees of the company. The results showed that there is a positive relationship between occupational health and safety and employee professionalism. Employees who are in safe and healthy working conditions tend to show attitudes and behaviors that reflect high competence, integrity, dedication, and responsibility. In addition, this study also revealed a positive relationship between occupational health and safety and employee productivity. Employees who feel safe and healthy at work tend to have higher energy levels and are able to work with better efficiency, which ultimately contributes to the achievement of company goals.*

Keywords: occupational health and safety, professionalism, work productivity.

INTRODUCTION

Companies are increasingly recognizing the importance of implementing good occupational health and safety practices. They tend to adopt international standards such as ISO 45001:2018 as a framework for managing risks and improving health and safety performance. Companies increasingly recognize that occupational health and safety is not just about minimizing the risk of physical injury but also about taking care of the overall well-being of employees. They are implementing comprehensive well-being programs, including mental health support, fitness programs, relaxation activities, and work-life balance. In addition, companies are providing more intensive training to employees on occupational health and safety. They are raising awareness of risks and the importance of adopting safe behaviors in the workplace. This includes educating employees on the use of personal protective equipment (PPE), fire procedures, handling hazardous materials, and ergonomics. These trends reflect a paradigm shift in the industry with regard to occupational health and safety, from meeting minimal requirements to more proactive efforts to protect employees and improve their well-being. Companies that are able to keep up with these trends have the potential to achieve higher productivity, reduce the cost of work injuries, and create a safer and healthier work environment (Irfan, 2022; Djazilan & Arifin, 2022). By focusing on improving productivity, companies can optimize their work processes and reduce disruptions caused by work injuries or accidents (Mardikaningsih et al., 2022). This will make a positive contribution to achieving organizational goals and maintaining business sustainability amid increasingly fierce competition (Putra et al., 2022; Sinambela et al., 2022).

Occupational health and safety refers to efforts to maintain the physical, mental, and social conditions of employees to stay safe, healthy, and productive at work (Djaelani & Darmawan, 2022). Factors such as poor working conditions, workplace accidents, the risk of exposure to hazardous chemicals, and excessive workload can negatively impact employee health and safety. For this reason, the implementation of occupational health and safety can change a dangerous work environment to a conducive and responsive work environment (Irvin et al., 2007), but what must still be considered and prioritized are the steps in its implementation because, in the long run, it will have an impact on the extent of employee professionalism and productivity. Anthony et al. (2007) asserted that employee involvement, continuous monitoring, and all aspects of health should be emphasized in the OHS program. In accordance with the study results from Djaelani and Darmawan (2016) and Werdati et al. (2020), employee routines depend on working conditions that are safe, and this will affect employee efficiency at work.

Good occupational health and safety can contribute significantly to employee professionalism (Hudson & Ramsay, 2019). Employee professionalism includes attitudes, behaviors, and work abilities that demonstrate competence, integrity, dedication, and responsibility (Darmawan, 2018; Ernawati et al., 2020). Work productivity, on the other hand, refers to the level of efficiency and effectiveness of employees in completing tasks and achieving organizational goals (Mardikaningsih et al., 2022; Putra & Darmawan, 2022). When employees feel safe and healthy in the work environment, they tend to show positive attitudes, including commitment to work, integrity, and responsibility for the tasks they perform (Mardikaningsih & Putra, 2021). They will be able to implement their work abilities better due to supportive conditions, thus increasing their competence in carrying out the assigned tasks (Rusman et al., 2007; Novrianda et al., 2012). In addition, good occupational health and safety can also have a positive impact on work productivity (Suárez Albanchez et al., 2021). Employees who are in a safe and healthy work environment tend to have higher levels of energy and focus (Sinambela et al., 2020; Putra et al., 2022; Radjawane, 2022). They can work with better efficiency, avoid accidents or

injuries that can disrupt the course of work, and produce better performance in achieving organizational goals. This is also in line with statements from Irvin et al. (2007) and Lefter et al. (2017). For this reason, productive employees are certainly the main assets of the company, so all their needs and rights related to occupational health and safety should always be considered (Thirapatsakun et al., 2015). Thus, good occupational health and safety management at PT MIK can have a positive impact on employee professionalism by encouraging competent, dignified, and responsible attitudes, behaviors, and work abilities. In addition, it can also increase employee work productivity by creating an environment that supports efficiency and effectiveness in completing tasks and achieving company goals (Anjanarko & Jahroni, 2022).

In the context of PT MIK, poorly managed occupational health and safety issues can have a negative impact on employee professionalism and productivity. Employees who face high health and safety risks may experience decreased motivation, increased absenteeism, decreased work quality, and even work injuries or accidents. Therefore, it is important to analyze the effect of occupational health and safety on employee professionalism and work productivity at PT MIK. This research can help understand the relationship and provide insights to develop policies and best practices to improve working conditions, protect employees, and enhance company performance.

RESEARCH METHODS

This study uses a simple regression method to analyze the effect of occupational health and safety on professionalism and employee productivity at PT MIK. Respondents in this study consisted of 248 workers who were active in the company. The data used in this study were collected through a survey conducted using a questionnaire distributed to employees of PT MIK. The questionnaire was designed to collect information about employee perceptions related to occupational health and safety, professionalism, and work productivity. The questions in the questionnaire covered various aspects such as employees' physical and psychological conditions, safety behaviors, work responsibilities, and level of efficiency in completing tasks.

Occupational health and safety includes the fulfillment of basic health facilities, care, security, protection, technical measures, and psychological measures (Dorman et al., 2000). Professionalism includes the sacrifices made for his current job; the work done provides benefits for the employee himself and the surrounding environment; the decisions made are not based on pressure; the work he is engaged in provides confidence; and good relationships can be established among coworkers (Kalbers & Fogarty, 1995). Productivity includes the amount of work produced, the fulfillment of equipment according to what employees need, and the time needed to complete their work (Hughes & Thorpe, 2014).

Furthermore, simple regression analysis was conducted to examine the relationship between the independent variable, occupational health and safety, and the dependent variable, professionalism and work productivity. The data collected from the questionnaires was analyzed using relevant statistical software. In the simple regression analysis, statistical significance testing of the regression coefficients was conducted to determine whether there is a significant relationship between the occupational health and safety variables and employee professionalism and work productivity. In addition, regression assumptions such as data normality and the linearity of the relationship were also tested. This research method provides an opportunity to explain and analyze quantitatively the effect of occupational health and safety on the professionalism and work productivity of PT MIK employees. Thus, this method can provide a deeper understanding of the relationship between the variables under study in the context of the company.

RESULTS AND DISCUSSIONS

A total of 248 workers responded to the questionnaire used to obtain the primary data. With these results, the profile of each worker, which includes gender, age, and length of service, has also been known. PT MIK has 129 male workers and 119 female workers. According to the age of the employees, the age range between 20 and 30 years obtained 143; between 30 and 40 years, there are 80 employees and 25 employees aged 45 years. The period of service of employees is divided into three ranges from 1 to 3 years, obtaining 116 employees, 100 employees with a work period of more than 3 years, 20 employees whose work period is exactly 5 years, and the remaining 12 employees whose work period is almost 10 years. Overall, the results of employee answers, if identified based on the validity and reliability tests, meet the provisions as specified. This is evidenced by the validity test using the corrected item total correlation results of more than 0.30 and the reliability test utilizing Cronbach's alpha of more than 0.60. The validity test for all 28 question items in the questionnaire is valid because it is able to achieve a corrected item total correlation of more than 0.30.

Table 1
Reliability test results

No	Variables	Cronbach's Alpha	N of item	Status
1	Occupational Health and Safety	0.745	12	Reliable
2	Professionalism	0.762	10	Reliable
3	Work Productivity	0.713	6	Reliable

Source: SPSS Output

Each reliability result for occupational health and safety, professionalism, and productivity variables is reliable according to Cronbach's alpha presented in Table 1. It can be concluded that the overall construct in this study does not exhibit multicollinearity between the variables of occupational health and safety, professionalism, and employee work productivity. Continued at the testing stage based on the influence of occupational health and safety variables on professionalism.

Table 2
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.460	.467		-.985	.326
	X	.109	.007	.679	14.493	.000

[a.] Dependent Variable: Y1
Source: SPSS Output

From the results of construct testing according to Table 2, occupational health and safety and professionalism at PT.MIK show a t-statistic value of 14,493 with a P-value of 0.000. The significance value is smaller than 0.05, which indicates that occupational health and safety have a significant effect on professionalism.

Table 3
ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	121.084	1	121.084	210.039	.000[b]
	Residual	141.815	246	.576		
	Total	262.899	247			

[a.] Dependent Variable: Y1
[b.] Predictors: (Constant), X
Source: SPSS Output

From the results of construct testing according to Table 3, occupational health and safety and professionalism at PT.MIK show an F-statistic value of 210.039 with a P-value of 0.000. The significance value is smaller than 0.05, which indicates that occupational health and safety have a significant effect on professionalism. Based on the R results in Table 4, the occupational health and safety variable has a strong enough influence on employee professionalism. This can be seen from the value, which reaches 67.9%, so that it can be interpreted that to form professionalism, it requires a contribution from occupational health and safety of 67.9%, and for other independent variable opportunities, there is still 32.1% on professionalism.

Table 4
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.679[a]	.461	.458	.759

Source: SPSS Output

Occupational health and safety can affect employee professionalism at PT.MIK. Based on the results, previous research from Hudson & Ramsay (2019) supports it. Professionalism is a work attitude that makes it very easy and also has a positive impact on the company to always carry out clear and unidirectional performance and productivity. Occupational health and safety is one form that must be maintained and given to the company by all its employees. By providing occupational health and safety to employees, it will provide comfort and increase employee professionalism in line with the company's goals. Effective occupational health and safety will support the company's goals well and be in line with the company's vision. With the existence of occupational health and safety, employees are always careful at work when using work equipment, both manual and electronic. Good and complete work equipment will make it easier for employees to work and complete their work thoroughly. With the provision of adequate work equipment, employees do not wait and wait for negligent work and only take time in vain. Adequate equipment will be useful and allow you to complete tasks quickly. Therefore, sanctions are needed, which are a form or attitude shown to employees related to warning and providing firmness of attitude that will change the pattern and professionalism of these employees. With sanctions, it will make employees realize they need to be more professional in terms of following the rules for good health and safety. For this reason, sanctions in occupational health and safety must be carried out in every company so that the company concept runs properly. Furthermore, testing based on the influence of occupational health and safety variables on work productivity, the results of which are in the table below.

Table 5
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.225	.490		-.460	.646
	X	.105	.008	.649	13.386	.000

[a.] Dependent Variable: Y2
Source: SPSS Output

From the results of construct testing according to Table 5, occupational health and safety's effect on productivity at PT.MIK shows a t-statistic value of 13.386 with a P-value of 0.000. The significance value is smaller than 0.05, which indicates that occupational health and safety have a significant effect on work productivity.

Table 6
ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	113.917	1	113.917	179.176	.000[b]
	Residual	156.402	246	.636		
	Total	270.319	247			

[a.] Dependent Variable: Y2
[b.] Predictors: (Constant), X
Source: SPSS Output

From the results of construct testing according to Table 6, occupational health and safety on work productivity at PT.MIK shows an F-statistic value of 179,176 with a P-value of 0.000. The significance value is smaller than 0.05, which indicates that occupational health and safety have a significant effect on productivity.

Table 7
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.649[a]	.421	.419	.797

Source: SPSS Output

Based on the R results in Table 7, the occupational health and safety variable has a strong enough influence on work productivity. This can be seen from the value, which reaches 64.9%, so that it can be interpreted that to form work productivity, it requires a contribution from occupational health and safety of 64.9%, and for other independent variable opportunities, there is still 35.1% to work productivity.

Occupational health and safety can affect employee productivity at PT.MIK. Based on the results, it is in accordance with previous research from Ibrar et al. (2021), Darmawan (2023), and Wong et al. (2023), which supports it. Work productivity will be shown by employees if occupational health and safety facilities are really available and have met the needs of employees in their workplace in each division of the company (Godderis & Luyten, 2020). This means that there must be occupational health and safety facilities that are properly managed for employees. In addition, to assess and carry out self-protection, this must indeed be done by every company. Good self-protection, such as tools, clothes, and others, is used to process employees as long as they work and complete work in a short time, so that doing self-protection at work will increase the work productivity of these employees (Putra et al., 2017). For this reason, by using work equipment, it is necessary for the company to provide training or simulation of work equipment (Cahyono, 2021). Assertion is one of the forms and attitudes that make employees work well and effectively. A clear affirmation will have an impact on employee productivity directly. Affirmation in understanding work orders is very important, and for this reason, it is necessary to implement work orders properly. Increasing other knowledge outside of work in a company will increase work productivity. Even clear and efficient work planning in accordance with the application of occupational health and safety will make employees active at work and able to complete work properly and correctly. By assessing and planning the work, the company can achieve consistency.

CONCLUSIONS

In conclusion, this study emphasizes the importance of good occupational health and safety management in improving employee professionalism and work productivity. Companies are expected to implement policies and practices that support safe and healthy working conditions to ensure employee well-being and improved organizational performance. Companies increase supervision and audits to ensure compliance with occupational health and safety policies. They monitor the work environment, conduct regular inspections, and rectify any identified potential risks. Internal and external audits are conducted to verify compliance with applicable standards and regulations. Strong leadership and commitment from the top of the company are important factors in driving a health and safety culture. Companies that successfully integrate occupational health and safety as their core values encourage active participation from all employees in maintaining a safe and healthy work environment. These findings provide a strong basis for PT. MIK to take the necessary actions to improve occupational health and safety and employee professionalism and productivity.

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