

THE EFFECT OF WORK FACILITIES, OCCUPATIONAL HEALTH, AND OCCUPATIONAL SAFETY ON WORK PRODUCTIVITY OF EMPLOYEES OF THE FIELD LABOR SECTION OF PT BAKRIE PASAMAN PLANTATIONS TBK WEST PASAMAN REGENCY WEST SUMATERA

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Abstract

This research was conducted to examine the extent of the influence to which facilities, health and work safety affect the work productivity of employees in the field workforce of PT. Bakrie Pasaman Plantations Tbk West Pasaman Regency, West Sumatera. This study uses a qualitative method quantified through data collection techniques by distributing questionnaires directly to 52 field workers at PT. Bakrie Pasaman Plantations Tbk. The research instrument measurement uses a Likert scale. The data analysis method employed is multiple linear regression analysis using SPSS version 26 software. Data analysis includes instrument tests, classical assumption tests, and hypothesis testing. The results of this study indicate that work facilities have a positive and significant effect on the work productivity of field workers at PT. Bakrie Pasaman Plantations Tbk, work health impacts the work productivity of field workers at PT. Bakrie Pasaman Plantations Tbk, and work safety impacts the work productivity of field workers at PT. Bakrie Pasaman Plantations Tbk in Pasaman Barat Regency, West Sumatra.

Keywords : *Work facilities, work health, work safety, work productivity.*

1. INTRODUCTION

Human resources play an important role in the success of an organization or company, because humans are living assets that need special attention by the company. Humans as the main asset in an organization or company must get serious attention and be managed as well as possible. Therefore, organizations or companies are required to be able to manage their human resources or employees properly for the survival and progress of the organization or company. Employees or workforce are expected by the company to provide good work productivity to assist the company in meeting business targets. Without good work productivity in the company, the success of a company becomes something that is very difficult or even impossible to realize.

One of the factors that affect work productivity is work facilities. Facilities are one of the important things in managing human resources. If you want to know that employee work productivity is good, the company must provide work facilities to meet employee needs. In addition to work facilities, occupational health and safety also plays an important role in increasing work productivity. When employees have a sense of security and comfort because they feel protected by the company, these employees will also work with a calm feeling and can work well. Employees who have a high level of physical, mental, social health, and avoid disease will be able to work with optimal exertion so that high performance can be achieved and then can increase employee productivity.

PT Bakrie Pasaman Plantations Tbk is one of the private companies engaged in plantations and palm oil processing. The work productivity of employees of the field labor section of PT Bakrie Pasaman Plantations Tbk is seen as less than optimal. This can be caused by work facilities that are less supportive, as well as occupational health and safety that are less considered by the company. This study will discuss the effect of work facilities, occupational health and safety on the

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work productivity of employees of the field labor section of PT Bakrie Pasaman Plantations, with the hope of providing a deeper understanding of the factors that affect work productivity in the plantation sector and how to increase work productivity in the company.

Work Productivity

Work productivity comes from the word productive, which means any activity that creates utility. In general, work productivity is defined as the relationship between output (goods or services) and input (labor, money materials). Productivity for a company is a measure of success in running the company. Because the higher the work productivity of employees in the company, the company's goals can be easily achieved. Work productivity is an indication of success or failure in producing a product of goods or services in quantity and quality with proper utilization of resources (Rusdiana, 2015). Work productivity is defined as the output produced or obtained from all inputs in the organization (Sedarmayanti, 2018).

Work productivity is a mental attitude that has the view that today's life must be better than yesterday, tomorrow must be better than today. An attitude that encourages employees not to be quickly satisfied but to continue to strive to improve work capabilities by finding solutions or middle ground from the problem (Sutrisno, 2016). Work productivity is a measure of the achievement of business results by comparing the value of the results achieved and the value of all materials and efforts used to achieve these results (Simanjutak, 2011). Based on the understanding of the experts above, work productivity is the level of employee ability to utilize various available resources (input) to be able to produce quality goods or services (output). So work productivity is very important in influencing the process of progress or decline of a company. Increasing productivity means improving the welfare and quality of the company.

Work productivity is strongly influenced by several factors defined by experts, as follows: Factors that affect work productivity according to (Rachman, 2016) are as follows:

1. Situational factors
2. Individual factors

According to (Mulyadi, 2015), there are several factors that affect productivity, to increase the work productivity of a person or employee is influenced by the following, namely:

1. Level of education
2. Compensation, salary, or wages
3. Skill or skill
4. Work ethics
5. Motivation
6. Health insurance
7. Safe working environment
8. Production support facilities and infrastructure

Work productivity can be measured based on indicators that have been adapted to the phenomena that occur, namely as follows:

1. Ability (Sutrisno, 2016)
2. Work quality (Afandi, 2016)
3. Work quantity (Afandi, 2016)
4. Timeliness (Afandi, 2016)

Work Facilities

Work facilities are very important for companies, because they can help in completing work. To achieve a company goal, it is necessary to have supporting tools that are used in the process or activities in the company. The greater the activities of a company, the more complete the supporting facilities and facilities in the process of activities to achieve these goals. The word facility itself comes from the Dutch "faciliteit" which means infrastructure or a vehicle to do or facilitate something, facilities can also be considered a tool. Work facilities are supporting facilities

in physical form company activities, and are used in the normal activities of the company, have a relatively permanent period of usefulness and provide benefits for the future. Work facilities are all types of equipment, work equipment, and services that function as the main or auxiliary tools in carrying out work, and are also social in the context of the interests of people who are related to the work organization or everything that is used, used, occupied, and enjoyed by users (Moenir, 2016). The work facilities used by the company are tailored to the needs and capabilities of the company itself (Syarif et al., 2017). According to (Silfa, 2015) work facilities are tools or facilities and infrastructure provided by the company to help employees to more easily complete their work and so that employees will continue to work more productively. Meanwhile, (Hasibuan, 2018) states that work facilities are one of the tools used by employees to make it easier to complete their daily work. Based on the opinions of the experts above, it can be concluded that work facilities are tools or facilities and infrastructure provided by the company to support company activities so that employees are easier and faster in completing their work. Apart from being a means of support, the availability of complete work facilities will encourage employee motivation to increase their productivity because the basic needs of employees are considered to have been met.

There are several factors that affect work facilities according to (Nirwana, 2014), namely as follows:

1. Facility design
2. Function value
3. Supporting conditions
4. Supporting equipment
5. Equipment

The indicators of work facilities that have been adjusted to the phenomena that occur are as follows:

1. Work tool facilities (Moenir, 2016)
2. Work equipment facilities (Moenir, 2016)
3. Social facilities (Moenir, 2016)
4. In accordance with the needs (Faisal, 2015)

Occupational Health

Occupational health is important and needs to be considered by the company. Health comes from the English word "health" which means not only that a person is free from disease, but healthy means physically, mentally, and socially healthy so that it is possible to work optimally. In general, the definition of occupational health is efforts aimed at obtaining the highest possible health by preventing and eradicating diseases contracted by workers, preventing work fatigue, and creating a healthy work environment. (Suma'mur, 2013) says that occupational health is safety related to machines, aircraft, work tools, materials and their processing, workplace grounds, and the environment and ways of doing work. In addition, occupational health refers to general physical, mental, and emotional stability with the aim of maintaining overall individual well-being (Katsuro, at all, 2010).

(Biantoro, 2019) states that occupational health is described as a level, where the physical and psychological state of an individual in general is an effort to obtain the best possible health by preventing and eradicating diseases that occur in workers, preventing work fatigue, and creating a healthy work environment. It can be concluded that occupational health is very influential on the company. Physical and mental health and emotional stability can affect employees at work. In carrying out work, employees are required to be free from disease or injury that can interfere with activities. Disruption of employee activities at work can make employee productivity decreases and harms the company.

In general, the factors that affect occupational health are:

1. Workload
2. Work environment

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3. Psychosocial factors
4. Work capacity
5. Personal protective equipment
6. Psychological conditions

While the indicators of occupational health that have been adjusted to the phenomena that occur are:

1. Health insurance (Wibowo, 2016)
2. The state and condition of employees (Dessler, 2015)
3. Employee work environment (Dessler, 2015)
4. Employee protection (Dessler, 2015)

Occupational Safety

Safety comes from the basic word selamat derived from English, namely "safety" which is associated with the state of freedom of a person from the condition of harm (accident). Occupational health is interpreted as knowledge and application in an effort to prevent the possibility of accidents and diseases due to work. Therefore, work safety is a very important thing to consider so that a work program can be completed properly (Purnama, 2010). Occupational safety is defined by (Malthis et al. 2015) as a condition that is safe or safe from suffering and damage or loss in the workplace in the form of the use of machinery, equipment, materials, and management processes, work floors and work environments, and work methods. Meanwhile, according to (Hadiguna, 2009) work safety is a process of planning and controlling situations that have the potential to cause work accidents through the preparation of standard operating procedures that become a reference in work. Work safety is all processes related to labor protection against possible hazards (Swasto, 2011). Based on the opinion of It can be concluded that work safety is all efforts made to reduce the possibility of accidents while doing work or protection from accidents and injuries due to a job.

There are several factors according to (Kasmir, 2016) that can affect work safety, among others:

1. Completeness of work equipment
2. Quality of work equipment
3. Employee discipline
4. Assertiveness of leadership
5. Supervision
6. Age of work tools

While the indicators of work safety that have been concluded based on the author's phenomenon are as follows:

1. Physical work environment (Moenir, 2016)
2. Social psychological environment (Moenir, 2016)
3. Use of work protective equipment or personal protective equipment (Mangkunegara, 2016)
4. Work methods (Sumakmur, 2011)

2. IMPLEMENTATION METHOD

This research was conducted at PT Bakrie Pasaman Plantations Tbk located in Air Balam, Koto Balingka District, West Pasaman Regency, West Sumatra Province. The object of this research is related to work productivity using work facilities, occupational health, and occupational safety variables to see their influence on the work productivity of employees of the field labor section of PT Bakrie Pasaman Plantations Tbk. The population in this study amounted to 107 employees. The sample in this study used simple random sampling with a sample of 52 employees.

Analysis Method

The data analysis method is a method used to manage research results in order to obtain conclusions. The technique used in this research is multiple linear regression analysis with the aim of knowing the extent of the influence of the independent variable on the dependent variable. This analysis was carried out using the SPSS version 26 program. The steps of multiple linear regression analysis in this study are as follows:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \varepsilon$$

Description:

Y: Work Productivity

β_0 : Constant

β_1, β_2 and β_3 : Partial Regression coefficients 1, 2 and 3

X_1 : Work Facilities

X_2 : Occupational Health

X_3 : Occupational Safety

ε : Error Term

3. RESULTS AND DISCUSSION

3.1 Multiple Linear Analysis

Hypothesis testing in this study was carried out using multiple linear regression used to test the hypothesis regarding the effect between the independent variable and the dependent variable partially. The following are the results of multiple linear regression tests:

Table: 3.1 Multiple Linear Regression Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3.162	3.203		.987	.0328
Work Facilities	.241	.105	.282	2.296	.026
Occupational Health	.228	.112	.239	2.032	.048
Occupational Safety	.331	.104	.382	3.178	.003

a. Dependent Variable: Work Productivity

Based on the table above, the equation is written as follows: $Y = 3.162 + 0.241 X_1 + 0.228 X_2 + 0.331 X_3 + \varepsilon$ Based on the regression results, the constant value of 3.162 indicates that if work facilities (X_1), occupational health (X_2), and occupational safety (X_3) are zero, work productivity (Y) remains at the level of 3.162. The regression coefficients of work facilities of 0.241, occupational health of 0.228, and occupational safety of 0.331 indicate that each one-unit increase in each of these variables will positively improve work productivity, respectively by 0.241, 0.228, and 0.331 units, assuming other variables are constant. This underlines that work facilities, occupational health, and occupational safety have a significant influence on increasing work productivity.

3.2 Coefficient of Determinan (R^2)

Table: 3.2 Results of Coefficient of Determination (R^2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.835 ^a	.698	.679	.786

Based on the results of the coefficient of determination test in the table above, it can be seen that the coefficient of determination (adjusted r-square) obtained is 0.679 This shows that

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work productivity (Y) in the employees of the field labor section of PT Bakrie Pasaman Plantations Tbk has a relationship with work facilities (X₁), occupational health (X₂), and occupational safety (X₃) of 67.9%. While the remaining 32.1% of the work productivity of the employees of the field labor section of PT Bakrie Pasaman Plantations Tbk has a relationship with other variables not used in this study. While the remaining 32.1% of the work productivity of employees of the field labor section of PT Bakrie Pasaman Plantations Tbk has a relationship with other variables not used in this study. Therefore, it can be concluded that the work productivity (Y) of the employees of the field labor section of PT Bakrie Pasaman Plantations Tbk has a strong correlation or relationship with the work facility variables (X₁), occupational health (X₂), and occupational safety (X₃).

3.3 Partial Significance Test (t test)

Table: 3.3 Partial Significance Test (t test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3.162	3.203		.987	.0328
Work Facility	.241	.105	.282	2.296	.026
Occupational Health	.228	.112	.239	2.032	.048
Occupational Safety	.331	.104	.382	3.178	.003

a. Dependent Variable: Work Productivity

The t test is conducted to determine whether there is an effect of work facility variables, occupational health, and occupational safety partially on work productivity statistically. The test used is provided that if the significant value is smaller than 0.05 and the tcount value is greater than the tcount value is greater than the ttable value. From the results of SPSS data processing which is also used for proof carried out with the t test or testing of all variables observed with the t test. testing is done by comparing the tcount value with the t table which can be obtained by the formula $df = n - k - 1 = 52 - 3 - 1 = 48$, where n is the number of respondents and k is the number of independent variables (independent), the t table value is 2.010 with an error rate ($\alpha/2 = 0.05/2 = 0.025$). The test results using SPSS show that the variables of work facilities (X₁), occupational health (X₂), and occupational safety (X₃) each have a positive and significant influence on work productivity (Y) of PT Bakrie Pasaman Plantations Tbk field labor section employees. Work facilities (X₁) show a t value of 2.296 with a positive regression coefficient of 0.241, while occupational health (X₂) has a t value of 2.032 with a positive regression coefficient of 0.228. Meanwhile, work safety (X₃) obtained a t-count value of 3.178 with a regression coefficient of 0.331. All of these variables show a significance level lower than 0.05, which indicates that the hypothesis related to the influence of work facilities, occupational health, and occupational safety on work productivity can be accepted (H₁, H₂, and H₃ are accepted).

4. CONCLUSION

This study concludes that work facilities, occupational health, and occupational safety each have a positive and significant influence on the work productivity of employees of the field labor section of PT Bakrie Pasaman Plantations Tbk. Work facilities are proven to affect work

productivity, as the first hypothesis (H_1) which states the influence of work facilities on work productivity is accepted. Similarly, occupational health also has a significant influence on work productivity, so the second hypothesis (H_2) is accepted. In addition, this study also found that work safety significantly affects employee work productivity. This result supports the third hypothesis (H_3) which states that work safety has a significant effect on work productivity. Overall, this study concludes that companies should pay more attention to employee work facilities, need to be maintained for those that are already good and need to be improved for facilities that are not yet available. In addition, companies are expected to pay special attention to occupational health and safety, such as conducting routine supervision and giving sanctions or reprimands to employees who do not use personal protective equipment while working.

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