

# The Influence of Safety, Occupational Health (K3), and Work Discipline on Employee Performance Construction Project PT. Sasak Indo Raya

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## ABSTRACT

This research aims to assess the impact of safety, health, and work discipline on the performance of construction workers. This study employed quantitative methodologies with a sample size of 34 individuals. This research demonstrates that work safety (X1) significantly impacts employee performance on construction projects at PT. Sasak Indo Raya. The significance value of the work safety variable (X1) is 0.001, which is less than 0.05 ( $0.001 < 2.032$ ). The occupational health variable (X2) significantly influences employee performance on construction projects at PT. Sasak Indo Raya. The significance value of the occupational health variable (X2) is 0.035, which is less than 0.05 ( $0.035 < 2.032$ ). The work discipline variable (X3) significantly influences employee performance at PT. Sasak Indo Raya. The significance value of the Work Discipline variable (X3) is 0.000, which is less than 0.05 ( $0.000 < 2.032$ ).

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## 1. INTRODUCTION

Human resources constitute a vital asset and are integral to a firm. Companies must be aware that professional, trustworthy, competent and diligent human resources are the main key for the company to achieve its goals. This goal can be achieved by having employees who have very high performance. To manage human resources, you need a good manager. The thing that will be used as a benchmark for the success of human resources is employee performance.

Performance refers to an individual's total success in executing duties within a specific timeframe, assessed against predetermined standards, objectives, or criteria that have been jointly established. This can be accomplished if the organization consistently prioritizes occupational safety and health (K3) components, as this will enhance employee performance. Attention to occupational health initially emphasized occupational safety issues, namely the protection of work from loss or injury caused by work-related accidents. Then, along with industrial development, companies began to

pay attention to workers' health in a broad sense, namely freedom from physical and psychological pain at work.

Apart from occupational safety and health, work discipline is the key to achieving company goals. According [1] work discipline is a regulation established by a corporation or organization designed to promote employee diligence in order to effectively address issues. Employee work discipline is a critical factor in achieving company goals effectively and efficiently. Work discipline is crucial for the company's sustainability. A strong sense of discipline fosters a heightened employee commitment to attaining organizational objectives. Problems related to discipline that occur in the company PT. Sasak Indo Raya is very visible in not obeying company rules, such as employees arriving late to work, employees not using a complete APBD, smoking at work, many employees playing with gadgets while working. Whatever the reason, of course this is a form of violation of company regulations. Consequently, every employee must exhibit work discipline to enhance performance. High discipline is needed to achieve organizational goals. Therefore, it is highly hoped that every employee carries out their obligations so that their performance can increase.

PT. Sasak Indo Raya is a company that operates in the contracting sector

consisting of construction, procurement of goods and services and provision of labor, in its implementation requires a good occupational safety and health (K3) system so that it is able to produce quality personnel and is able to support the achievement of company goals optimally. Considering the wide range of labor construction activities carried out by the company, the scope of this research is limited to the scope of implementing the occupational safety and health (K3) system.

PT. Sasak Indo Raya has implemented an occupational safety and health system which is carried out in accordance with the respective risk levels. This company has established an Occupational Safety and Health (K3) System, in compliance with Employment Law No. 13 of 2003, Article 86, paragraph 1, which stipulates that every worker or laborer is entitled to protection for occupational safety and health. Ethics and propriety, together with treatment that aligns with human dignity and religious principles. Work accidents are related to work relations in the company. Employment relations in this case are work accidents that occur due to the employee or errors in the equipment used by the employee when carrying out work.

Table 1. PT employee work accident data. Sasak Indo Raya

Year	Number of employees	Accident Classification			Number of Accidents	Percentage
		Light	Heavy	Die		
2019	60	11	8	2	21	35.0%
2020	50	9	8	0	17	34.0%
2021	57	9	9	3	21	36.8%
2022	45	5	7	0	12	26.7%
2023	48	6	5	1	12	25.0%
Amount		40	37	6	83	157.5%

Source: PT. Sasak Indo Raya (2021-2023)

Based on table 1.1 above, it can be seen that work accidents that occur are generally caused by employees who are not supervised enough by the company, causing employees to be undisciplined to act according to their own desires in using or using personal protective equipment

provided by the company at work which can cause accidents. on him.

Dedication to executing the Occupational Health and Safety (K3) program as a proactive measure in risk management, aimed at enhancing the performance of PT Sasak Indo Raya staff. K3 is the first aspect

introduced to PT employees. Sasak Indo Raya through the articles of agreement in the Collective Work Agreement signed by both parties. K3 provisions covered by PT. Sasak Indo Raya is the protection of work safety and the availability of Personal Protective Equipment (PPE), work equipment, providing medical guarantees for workers who are victims of work accidents, as well as guaranteeing workers' health care. Several companies including PT. Sasak Indo Raya in its development uses a lot of equipment and heavy machinery.

The decision to use heavy equipment and machinery that affects employee safety and health is very important to maintain employee performance. Problems will increase if PT. Sasak Indo Raya uses heavy machinery, because PT. Sasak Indo Raya must be able to guarantee the use of machines to improve performance and must also be able to guarantee the safety and health of employees. If Occupational Health and Safety is fulfilled, it will cause employees to work to the fullest of their abilities, so that performance increases.

The author seeks to conduct more study for a thesis titled "The Influence of Safety, Occupational Health (K3), and Work Discipline on the Performance of PT Construction Project Employees. Sasak Indo Raya".

## 2. LITERATURE REVIEW

### 2.1 *Employee Performance Concept*

Performance is the outcome of an individual's efforts in fulfilling the duties and responsibilities allocated to them. Employee performance evaluation is conducted by the respective management within the organization [2]. Meanwhile, according to [3] Employee performance is a critical factor, as the advancement of an organization or corporation relies on its human resources. As performance improves, the attainment of organizational objectives will become more apparent. However, a drop in employee performance might lead to setbacks for the organization. Performance can be measured if

individuals and groups of employees have benchmark success criteria or standards set by the organization. In global corporate competition, high employee performance is required. At the same time, employees also need feedback on their work success as a guide for their behavior in the future. Work assessment is an employee's past or present performance relative to their performance standards.

### 2.2 *Understanding Work Safety*

Every company must provide protection for its workforce, namely in the form of safety protection at work, so that workers can carry out their daily work safely and comfortably. According to work safety concerns the entire process of protecting workers against possible dangers that arise in the work environment. Work safety refers to the safeguarding of employees' physical and mental security within the workplace.

### 2.3 *Understanding Occupational Health*

The occupational health program is crucial and requires employers' attention. A robust health program will considerably benefit employees by reducing absenteeism and fostering a more pleasant work environment, so enabling them to work longer overall. [4] argues that: "The occupational health program pertains to conditions devoid of physical, mental, emotional, or pain disorders induced by the work environment." Occupational health risks are elements within the work environment that extend beyond the designated time frame, potentially leading to emotional distress or physical ailments.

### 2.4 *Understanding Work Discipline*

Work discipline is a critical aspect of human resource management, as enhanced employee discipline correlates with improved performance. Without effective work discipline, a company struggles to attain ideal outcomes. According to [5] work discipline serves as a mechanism for managers to convey expectations to

employees, fostering behavioral modification and enhancing knowledge of compliance with organizational regulations and relevant social norms. Another opinion was expressed by [6], work discipline refers to an individual's cognizance and readiness to adhere to all organizational regulations and relevant standards.

**2.5 Relationship Between Variables**

The impact of workplace safety and health culture emanates from top management about occupational safety matters. Work safety practices play a crucial part in enhancing employee performance; a robust culture of safety and health correlates with improved performance levels.

Occupational safety and health (OSH) profoundly influence employee performance; a robust OSH program reduces the frequency of workplace incidents. This can increase enthusiasm and work harmony which has an impact on employee performance. [7] said that if work safety is improved, employee performance can increase because employees will feel safe, comfortable and safe at work.

**2.6 Conceptual Framework**

The author can convey the framework of thought in this research as follows:

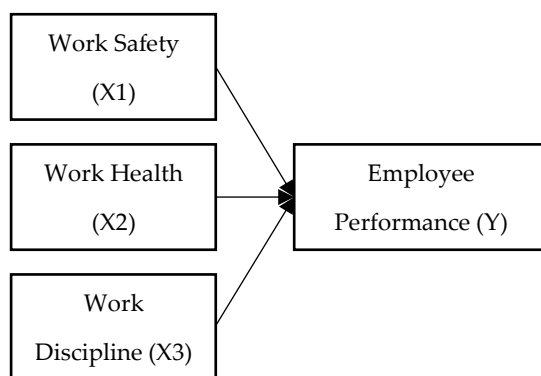


Figure 1. Conceptual Framework

**2.7 Hypothesis Formulation**

H1 : It is suspected that work safety has a significant effect on employee performance

H2 : It is suspected that occupational

health has a significant effect on employee performance

H3 : It is suspected that work discipline has a significant effect on employee performance

**3. RESEARCH METHODS**

**3.1 Types of Research**

This type of research is quantitative descriptive research. According to [8] the descriptive method is a technique for gathering data to evaluate hypotheses or address inquiries concerning the current situation of research subjects. The research is explanatory in nature, focusing on the relationships and influences among the researched factors.

**3.2 Location and Time of Research**

The research location in this research is PT. Sasak Indo Raya, which is one of the PLN vendors located on Jln. Resani, Tanak Beak Village, Narmada District, West Lombok Regency. The research is aimed at analyzing the influence of safety, health and work discipline on the performance of case study employees at PT. Sasak Indo Raya.

This research was carried out in October 2023-July 2024 to conduct field surveys and collect data needed by researchers.

**3.3 Research Population**

Population according to [9] the phrase 'population' refers to a generalized collection of things with specific features and attributes, as identified by researchers for the purpose of study and subsequent conclusion formulation. The research population comprises all employees involved in building projects at PT. Sasak Indo Raya. The data from the office indicates that there are 34 construction staff.

**3.4 Data Collection Methods**

According to [10] "data collection methods are techniques or methods that researchers can use to collect data". Data can be obtained through interview

techniques, observation, questionnaires (surveys) and documentation. To obtain relevant data, there are existing variables, data collection in this research was carried out by means of a survey.

### 3.5 *Samples and Sampling Techniques*

Sampling is the procedure of picking an adequate number of units from a population, allowing research on the sample to elucidate its nature or qualities, hence facilitating the application of commonalities across population elements. [11]. This research employs saturated sampling, a technique in which all individuals of the population are utilized as samples [12]. This is frequently executed when the population size is somewhat limited, or the research aims to accommodate minimal errors. A saturated sample constitutes a census in which every member of the population is included in the sampling process. The research sample comprised 34 employees.

### 3.6 *Data Types and Sources*

The data used is quantitative data. Data sources consist of primary data (directly from respondents) and secondary data (from the internet and related literature).

### 3.7 *Data Types and Sources*

This research includes three independent variables: Safety (X1), Health (X2), Work discipline (X3), and one dependent variable: Employee Performance (Y).

### 3.8 *Research Variables and Operational Variables*

#### 1. **Research Variables**

The variables used in this research are classified as follows:

- a. Dependent variables are commonly known as output, criteria, and consequent variables. In Indonesian, it is commonly termed a dependent variable. The dependent variable is one that is affected or results from the presence of an independent variable [13]. The dependent variable in

this research is Employee Performance (Y).

- b. Independent variables are commonly known as stimulus, predictor, and antecedent variables. In Indonesian, it is commonly termed an independent variable. This variable affects or causes the alteration or emergence of the dependent variable [13]. The independent or independent variables in this research include Work Safety (X1), Work Health (X2) and Work Discipline (X3).

#### 2. **Operational Definition of Variables**

The operational definition of each of these variables is as follows, including:

- a. Employee Performance (Y)

Optimal performance is defined as performance that meets organizational standards and facilitates the attainment of a company's objectives.

- b. Work Safety (X1)

Is an effort or activity to create a safe work environment and prevent all forms of accidents that may occur.

- c. Occupational Health (X2)

Occupational health is the welfare of employees who work in an institution or project location.

- d. Work Discipline (X3)

According to [14], "Work Discipline is an attitude of a person's readiness and willingness to obey and adhere to the norms and regulations that apply around him." Whether or not the implementation of employee performance discipline is good or not can influence the Company in its efforts to achieve its goals. For this reason, the Company must be able to maintain the discipline of its

employees so as not to hinder the Company from achieving its goals.

**3.9 Research Variables and Operational Variables**

1. Validity Test
  - a. If  $r$  calculated  $> r$  critical, then the instrument or question item has a significant correlation with the total score (declared valid).
  - b. If the calculated  $r < r$  is critical, then the instrument or question item does not correlate significantly with the total score (it is declared invalid).
2. Reliability Test
 

An instrument is considered dependable if the reliability coefficient is a minimum of 0.60. An instrument is deemed dependable if the Alpha value is  $\geq 0.60$ . An instrument is deemed untrustworthy if the Alpha value is less than 0.60 [9].
3. Classical Assumption Test
  - a. Normality Test: Using normal graph PP plot and Kolmogorov-Smirnov test.
  - b. Multicollinearity Test: VIF value  $< 10$  indicates there is no multicollinearity.
  - c. Heteroscedasticity Test: Testing the inequality of residual variance.
  - d. Multiple Linear Regression Analysis: Measure the influence of the independent variable on the dependent variable with the formula  $\hat{Y} = a + b_1X_1 + b_2X_2 + b_3X_3 + e_i$
  - e. F Test and T Test: Assess the

significance of the regression model and the partial influence of the independent variable on the dependent variable.

- f. Coefficient of Determination Test ( $R^2$ ): Assess the contribution of the independent variable to the dependent variable.

**4. RESEARCH RESULTS AND DISCUSSION**

**4.1 Research Results**

**a. General description of the research location**

PT Sasak Indo Raya is an electrical contractor company which operates in the field of Electrical Power Supply, Civil Building Construction and Electrical System Installation. We work on Construction and Installation Projects for Electric Power Supply Installations in the form of 20 KV Medium Voltage Distribution Networks, Low Voltage Distribution Networks and Electric Power Utilization Installations for Factories, Office Buildings, Hospitals, Hotels, Malls and Housing. PT Sasak Indo Raya is a National-scale Private Company which was founded in 2014 through a Notarial Deed by Muhamad Ali, SH., M.Kn. Number 32 dated March 28 2014.

**b. General Description of Respondents**

Respondents in this research were construction employees of PT. Sasak Indo Raya as many as 34 respondents. To get a general picture of respondents, they can be grouped based on age and length of work.

Table 2. Respondents by Age

No	Age (Years)	Frequency	Percentage (%)
1	18-23	11	32%
2	24-29	6	18%
3	30-35	4	12%
4	36-41	3	9%
5	42-47	5	15%
6	48-53	1	3%

7	54-59	3	9%
8	>60	1	3%
Amount		34	100%

Source: Primary data after processing in 2024

Based on table 1.4 above, it can be seen that of the 34 respondents, most of them were in the 18-23 year age range, namely 11 respondents or 32%. In this age range, most of the employees were still young and had high work enthusiasm so that the employees were diligently in working to meet his living needs. This has a positive impact on the Company because employees who work diligently will increase the Company's output. Meanwhile, the fewest respondents were in the age

range > 60 years, namely 1 person or 3%. Meanwhile, there were 6 respondents who worked at the age level of 24-29 years or 18%, respondents who worked at the age level of 30-35 years were 4 people or 12%, respondents who worked at the age level of 36-41 years were 3 people or 9 %, respondents who work at the age level of 42-47 years are 5 people or 15%, respondents who work at the age level of 54-59 are 3 people or 9% of respondents.

Table 3. Respondents According to Work Experience

No.	Work Experience (Years)	Frequency	Percentage (%)
1.	0-4	18	53%
2.	5-9	16	47%
Amount		34	100%

Source: Primary data after processing in 2024

Based on table 2.4 above, it explains that a work period of less than 5 years is the highest number of respondents, namely 18 respondents or 53%, while a work period of 5-9

years is lower, namely 16 respondents or 47%.

4.2 Analysis and Research Results

1. Validity Test

a. Employee Performance (Y)

Table 4. Validity test results for Employee Performance Variable Y

No	R Count	R Table	Significant Value	Ket
1	0.793	0.339	0,000	Valid
2	0.812	0.339	0,000	Valid
3	0.752	0.339	0,000	Valid
4	0.835	0.339	0,000	Valid

Source: Primary data processed in 2024

Based on table 7.4 above, it can be seen that all employee performance variable items have  $r_{count} > r_{table}$ , namely at a significance level of 5% ( $\alpha = 0.05$ ) and  $n = 34$  ( $n = 54 - 2$ ), so an  $r_{table}$  of

0.3339 is obtained, so it can be It can be seen that the calculated r result for each item is  $> 0.3339$  so it can be said that all items in the performance variable are valid.

b. Work Safety (X1)

Table 5. Validity test results for Work Safety Variable X1

No	R Count	R Table	Significant Value	Ket
1	0.535	0.339	0.001	Valid
2	0.680	0.339	0,000	Valid

3	0.687	0.339	0,000	Valid
4	0.739	0.339	0,000	Valid
5	0.798	0.339	0,000	Valid

Source: Primary data processed in 2024

Based on table 8.4 above, it can be seen that the calculated r for each item is > 0.339, so it can

be said that all items in the work safety variable are valid.

**c. Occupational Health (X2)**

Table 6. Validity test results for Occupational Health Variable X1

No	R Count	R Table	Significant Value	Ket
1	0.693	0.339	0,000	Valid
2	0.488	0.339	0.003	Valid
3	0.686	0.339	0,000	Valid

Source: Primary data processed in 2024

Based on table 9.4 above, it can be seen that the calculated r for each item is > 0.339, so it can be said that all items in the

occupational health variable are valid.

**d. Work Discipline (X3)**

Table 7. Validity test results for work discipline variable X3

No	R Count	R Table	Significant Value	Ket
1	0.837	0.339	0,000	Valid
2	0.864	0.339	0,000	Valid
3	0.944	0.339	0,000	Valid

Source: Primary data processed in 2024

Based on table 10.4 above, it can be seen that the calculated r for each item is > 0.339, so it can be said that all

items in the work discipline variable are valid.

**2. Reliability Test**

Table 8. Reliability Test Results

No	Variable	Cronbach Alpha	Information
1	Y variable		
	Employee Performance (Y)	0.796	Reliable
2	Variable X		
	Work Safety (X1)	0.722	Reliable
	Occupational Health (X2)	0.779	Reliable
	Work Discipline (X3)	0.856	Reliable

Source: Primary data processed in 2024

Based on the results of the reliability test which can be seen in the table above, it can be seen that the Cronbach's alpha value for employee performance (Y) is 0.796, then work safety (X1) is 0.722, then work health (X2) is 0.779, and work discipline (X3) is of 0.856. The overall Cronbach's alpha value for each variable is greater than 0.6. Therefore, the results

obtained were that the question items in the questionnaire used in this research were reliable or dependable.



3. Classic Assumption Test  
a. Normality Test

1. Graphic Method

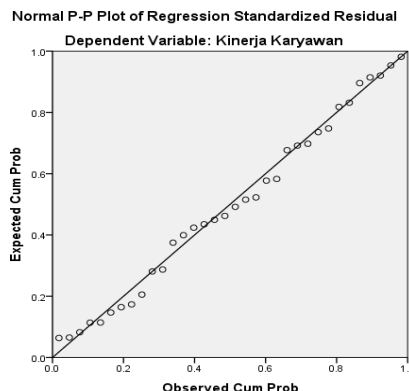


Figure 2. Regression Graphic Method Test Results  
Source: SPSS 20 Output Results

The results depicted in the above image indicate that all data is normally distributed, as the distribution aligns closely with the diagonal line, thereby

confirming that the regression model satisfies the normality assumption.

2. One sample Kolmogorov Smirnov

Table 9. Kolmogorov-Smirnov test  
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		34
Normal Parameters, b	Mean	0E-7
	Std. Deviation	1.87859756
MostExtreme Differences	Absolute	.073
	Positive	.073
	Negative	-.055
Kolmogorov-Smirnov Z		.428
Asymp. Sig. (2-tailed)		.993

a. Test distribution is Normal.  
b. Calculated from data.  
Source: SPSS 20 output results

The results of the data normality test, detailed in Appendix 13 of the one-sample Kolmogorov-Smirnov Test, yielded the Asymp value. The two-tailed significance (0.993) exceeds 0.05, indicating that the

residual data value follows a normal distribution. The residual data is regularly distributed, hence satisfying the normality requirement of the classical assumption test.

b. Multicollinearity Test

Table 10. Multicollinearity Test

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Work safety	,584	1,713
	Occupational health	,641	1,560
	Work discipline	,666	1,502

a. Dependent Variable: Employee Performance  
 Source: SPSS 20 Output Results

The multicollinearity test results in the table above indicate that two statistics are employed to assess the degree of multicollinearity: Tolerance and Variance Inflation Factor. The research findings indicate that the

variable Simultaneously, the Occupational Health variable exhibits indications of multicollinearity among these factors.

**c. Heteroskedasticity Test**

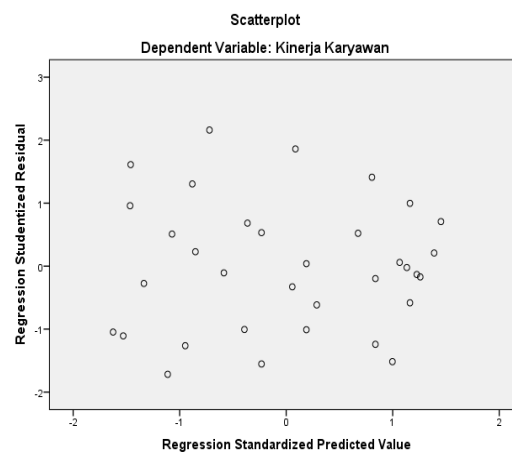


Figure 3. Heteroskedasticity Test Results

Based on the image above, it can be concluded that in the scalerplot graph the distribution of points is irregular and does not form a particular pattern, so it can be concluded that in this study there is no

heteroscedasticity, so the regression model is suitable for use to analyze safety, occupational health and work discipline variables.

**4. Multiple Linear Regression Analysis**

Table 11. Results of Multiple Linear Regression Analysis

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	
	B	Std. Error	Beta			
(Constant)	3,745	2,301		1,627	,114	
1	Work safety	,144	,155	,142	4,630	,001
	Occupational Health	,217	,232	,137	2,149	,035
	Work Discipline	,583	,140	,598	4,159	,000

a. Dependent Variable: Employee Performance  
 Source: SPSS 20 output data

Brother:  
 $Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e_i$   
 $= 3.745 + 0.144 X_1 + 0.21 X_2 + 0.583 X_3 + e_i$

1. The a value of 3.745 is a constant or condition when the consumer loyalty variable or Y has not been influenced by other variables, namely the work safety variable as (X1), work health as (X2), and work discipline as (X3). If the independent variable does

not exist then consumer loyalty will not change.

- 2. b1 (regression coefficient value)
- 3. b2 (regression coefficient value)
- 4. b3 (regression coefficient value)

**a. Simultaneous Effect Test (F Test)**

Table 12. Simultaneous Test Results (F Test)

ANOVAa					
Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	166,039	3	55,346	14,257	,000b
Residual	116,461	30	3,882		
Total	282,500	33			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Discipline, Work Health, Work Safety

Source: SPSS 20 Output Results

Based on table 15.4 above, the calculated F value is  $14,257 > 2.90$  (F table). A significance value of 0.000 means a value of  $0.000 < 0.05$ , so it can be concluded that the regression model in this research is said to be suitable for further test

analysis. So the variables of work safety, work health and work discipline simultaneously have a significant effect on employee performance at PT. Sasak Indo Raya.

**b. Simultaneous Test (T)**

Table 13. Simultaneous Test Results (T)

Coefficientsa					
Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	Std. Error	Beta		
1 (Constant)	3,745	2,301		1,627	.114
Work safety	.144	,155	,142	4,630	,001
Occupational Health	,217	,232	.137	2,149	,035
Work Discipline	,583	,140	,598	4,159	,000

a. Dependent Variable: Employee Performance

Source: SPSS 20 output data

Based on table 16.4 above, partial hypothesis testing to see the influence of the independent variable on the dependent variable is:

a. Influence of work safety (X1) on employee performance. The work safety variable (X1) shows a sig value. 0.001 is smaller than 0.05

- (0.001<2.032), and the calculated t value is 4.630, which means it is greater than the t table value (4.630>2.032), meaning that the work safety variable partially has a significant effect on employee performance.
- b. Effect of occupational health (X2) on employee performance. The work safety variable (X2) shows a sig value. 0.035 is smaller than 0.05 (0.035<2.032), and the calculated t value is 2.149, which means it is greater than the t table value (2.149>2.032), meaning that the occupational health

- variable partially has a significant effect on employee performance.
- c. The influence of work discipline (X3) on employee performance. The work discipline variable (X3) shows a sig value. 0.000 is smaller than 0.05 (0.000<2.032), and the calculated t value is 4.159, which means it is greater than the t table value (4.159>2.032), meaning that the work discipline variable partially has a significant effect on employee performance.

**c. Coefficient of Determination (R<sup>2</sup>)**

Table 14. Coefficient of Determination Test Results (R<sup>2</sup>)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.767a	.588	.547	1.97029

a. Predictors: (Constant), Work Discipline, Work Health, Work Safety  
 Source: SPSS 20 data output results.

Based on the table above, the results of the coefficient of determination test (R<sup>2</sup>) show that the data in this study has a coefficient of determination or Adjusted R Square of 0.547. This means that all variables this research.

**4.3 Discussion**

**1. Work safety (X1) on employee performance (Y).**

The research findings indicated that work safety (X1) had a statistically significant partial effect on the performance of construction project employees at PT. Sasak Indo Raya. This is due to the significance value. The Safety variable (X1) is 0.001, which is less than 0.05 (0.001<0.05), and the tcount value is

4.630, indicating it exceeds the ttable value (4.630>2.032). The work safety variable (X1) exhibits a substantial correlation with employee performance. The findings of this study align with prior research conducted by Muzammil (2020), which indicated that workplace safety and health programs positively and significantly influence employee performance. The execution of the occupational safety and health program at PT Sasak Indo Raya is effective. This can be seen from the program carried out by PT Sasak Indo Raya to minimize the occurrence of work accidents, such as, the company has provided good signs and boundaries in placing objects, the company has installed signs or

warnings in places and objects that has the potential for danger, and the company has provided safety equipment or personal protective equipment for employees such as helmets, safety shoes, glasses masks, gloves and so on which can prevent work accidents from occurring. In accordance with the opinion explained in the previous chapter which states that occupational safety and health (K3) aims to increase employee enthusiasm, work harmony and work participation and ensure that employee performance increases [4].

## 2. Occupational health (X2) on employee performance (Y).

The research findings indicated that, statistically, occupational health (X2) had a substantial partial effect on the performance of construction staff at PT. Sasak Indo Raya. This is due to the significance value. The occupational health variable (X2) is 0.035, which is less than 0.05 ( $0.035 < 0.05$ ), and the tcount value is 2.149, indicating it exceeds the ttable value ( $2.149 > 2.032$ ). The occupational health measure (X2) exhibits a substantial correlation with employee performance. Health and employee performance are interrelated for the success of a company, health influences employee performance. The research results indicate a considerable impact of health on the performance of production staff at PT. Lautan Lestari Shipyard. The employed methodology is multiple linear regression analysis. This research employs multiple regression analysis and quantitative approaches.

## 3. Work discipline (X3) on employee performance (Y).

The research findings indicated that, statistically, work discipline (X3) had a substantial partial effect on the performance of construction personnel at PT. Sasak

Indo Raya. This is due to the significance value. The work discipline variable (X3) is 0.00, which is less than 0.05 ( $0.000 < 0.05$ ), and the t-count value is 4.976, above the t-table value ( $4.976 > 2.032$ ). The work discipline variable (X3) exhibits a substantial correlation with employee performance. According to previous research by [15] which states that work discipline variables have a positive and significant effect on employee performance. This shows that the discipline of employees at PT. Sasak Indo Raya is very high. This can be seen by employees who obey time rules, obey organizational rules, obey behavioral rules at work, and obey other regulations in the organization. Employees who have a high level of discipline tend to have high performance. In accordance with the opinion explained in the previous chapter which states that good work discipline is when employees comply with the rules, namely employees arrive on time, in an orderly and orderly manner. An employee's punctuality, orderliness and regularity indicate that the employee has high work discipline, thus having an influence on the employee's performance [16].

## 5. CLOSING

### 5.1 Conclusion

Based on research results on the influence of Safety, Health and Work Discipline on Employee Performance on PT construction projects. Sasak Indo Raya, then draw the following conclusions:

1. The variables of safety, health, and work discipline collectively exert a considerable influence on employee performance in construction projects at PT. Sasak Indo Raya.
2. Work safety exerts a favorable and substantial impact on the performance of construction project employees at PT Sasak Indo Raya.

3. Occupational health positively and significantly impacts the performance of construction project employees at PT Sasak Indo Raya.
4. Work discipline exerts a good and significant impact on the performance of construction project employees at PT Sasak Indo Raya.

## 5.2 Suggestions

The suggestions that can be given by research in this study can be explained as follows:

### a. For Researchers

This research is expected to

provide knowledge about safety, health and work discipline that influence employee performance and provide opportunities for researchers to apply the theories obtained in the lecture process.

### b. For Academics

So that the results obtained are more accurate and varied, future researchers who wish to study the same research object are expected to increase the number of independent variables, especially independent variables that have not been used in this research.

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