

Effects of Occupational Safety and Motivation on Employee Performance: A Study on Fire Department of Karawang

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***Abstract**---The purpose of this study was to determine the effect of occupational safety and motivation to employee performance on the Fire Department Karawang. As we know the speed factor in tackling the fire is needed because it involves the safety of human lives and valuable assets. Therefore in addition to completeness of equipment and technical skills required in the field of safety and the motivation of the employees of the fire department is very high. The success of managing fire quickly and minimize workplace accidents will cause a sense of job satisfaction of employees karawang firefighters.*

***Keywords**---safety, motivation, performance*

I. PRELIMINARY

Supporting factors in an organization is the human resource. So also the environment of government agencies particularly the field of disaster management in the region. Quality staff will have the skilled human resources and competent in performing tasks, one of the main examples of which are very important in activities to help advance the organization. Karawang regency is an area that is prone to natural disasters. Types of disasters that hit Karawang include fire, flood, high winds and fallen trees. In this case to provide protection for the public from the threat of disaster. In particular the response of a disaster is handled by the Fire Department Karawang.

Fire chore than Karawang is a humanitarian service. To help people affected Karawang regency such as fires, floods, landslides, earthquakes are one of his duties. Many places - places that are not directly affected teindikasi get help. Therefore employees Karawang Firefighters are encouraged to always be ready and able to work hard in case of disaster arrived - arrived. Given each employee must have experience burnout due to work or the surrounding environment, and therefore to generate motivation for individual employees that need. Because without a good motivation a person will not have a great performance.

Motivation by Ardana, 2012: 193, "The power that can drive a person to commit an act or not in fact exist externally and internally that negatively or positively to direct it relies heavily on the toughness of the manager." The work is dangerous and highly risky requires safety which is good considering every second and every time they take to the pitch with his life. No matter how small the risk incurred due to a work accident, will result in a loss in the form of injury to employees. Accident prevention efforts put emphasis on the improvement of the condition of the equipment, and the working environment. That is, the working environment must be able to maintain and protect the safety of employees, although the risks faced by each - each working environment varies with the job at hand. Safety according Wirawan, 2015:

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543: "The conditions under which the workers survived, not crashed in carrying out the duties and expectations. Thus the implementation of the work in progress is normally not bothered by accidents, labor can create the planned work ". Basically the employee's performance is the way employees work in an agency / company for a certain period. Therefore a good employee performance will be realized if it has the ability to complete the job or task is the responsibility of each - each employee. Problems are often encountered among other find the best ways to improve and drive the performance of employees so consciously and responsibility to carry out the task as well as possible. Because an organization that has employees who perform well then most likely the target will be easily achieved well. According Suparyadi, 2015: 300, "The management of employee performance, is essentially an effort to manage the competence of employees conducted by the organization in a systematic and continuous so that employees have a level of performance expected by the organization, which is able to contribute optimally, so able to achieve organizational goals.

II. LITERATURE REVIEW

Work safety

According to Kashmir, 2016: 266, "Workplace safety is an overall employee protection. This means that companies are trying to keep from the employee gets an accident while carrying out its activities ". From the description above can be concluded that safety is a state where labor THAT feel safe and comfortable, with a treatment derived from the environment and the effects on employment kuliatas, whether employees comfortable with safety equipment, the equipment used, the layout of the workspace and workload gained in the workplace. According to Kashmir, 2016: 274, "Indicators of safety consists of 8 (eight) factor", consists of Completeness of work equipment, that complete working safety equipment is required;

b. Quality of work equipment, means that in addition to working full-owned equipment should also be noted the quality of work safety equipment;

c. Discipline employees, use of work equipment should be carried out supervision to avoid forgetfulness and negligence of employees;

d. Assertiveness leaders, because leaders were firm will affect the employees to use safety equipment;

e. Morale, complete safety equipment, and perfect it will provide high morale, because employees feel safe and comfortable in work;

f. Motivation, motivation of employees to work will also be stronger if safety equipment complete and perfect;

g. Supervision, every employee needs to be monitored in the use of safety equipment. This certainly affects the safety of workers, especially those who do not terawasai well;

h. Age tools work, then we recommend the equipment has passed the economic life must be replaced with new ones, though still good invisibility.

Motivation

According to Santoso Soroso in Fahmi, 2016: 88, "Motivation is a set or collection of behaviors that provide the foundation for a person to act in a way that is directed toward a specific goal (specific goal-directed way)". From the opinions of the above it can be concluded that the motivation is encouragement of a process of human behavior on the achievement of goals. While the elements contained in the motivation includes business generate, guide, guard, showing intensity, are continuous and their purpose. Motivation Indicators Indicator motivation according to previous studies in Edison, 2017: 181, "consists of five (5) factors, among others:

a. Level employees receive the necessities of life.

- b. Degree of certainty or old-age pension program.
- c. The level of employee equality in the eyes of the leader.
- d. The level of treatment and courtesy leaders to their employees.
- e. The support level leaders to develop self-employees.

Employee performance

Performance is a result which is measured during a certain time period based on the agreement that has been set before. While the notion of management performance by Michael Armstrong in Edison, 2017: 172, "Performance management can be defined as a systematic process for improving organizational performance by developing the performance of individuals and teams, (performance management can be defined as a systematic process to improve performance organizations to develop individual and team performance) ". According Suparyadi, 2015: 300, "The management of employee performance, is essentially an effort to manage the competence of employees conducted by the organization in a systematic and continuous so that employees have a level of performance expected by the organization,

Thus, it can be concluded that the management of employee performance as part of the activities of human resource management is an attempt to manage the idea, feeling, and intention which is owned by the employees so that these employees have a certain ability to be able to perform as expected. Employee performance is a central issue in the life of an organization or company will be able to achieve the goal or not, really depends on how well the performance shown by the employees (Saudi, 2018). Employee Performance Indicators According to Edison, 2017: 205, "Indicators of the performance of employees according to previous research." Consists of four (4) factors, including

- a. Focus on target.
- b. Members have commitments on quality.
- c. Work was completed on time.
- d. Transparent and dipertanggung jawabannya.

III. RESULTS

Motivation Significant Impact on Employee Performance

Based on the hypothesis testing results show that the motivation effect on employee performance. These results support the results of the study of theory of Chung & Meggison in Fahmi, (2016: 88) "Stating that the motivation is defined as / goal-directed behaviour. It concerns the level of effort one exerts in pursuing a goal. It's closely performance "which means the motivation is defined as behavior that is aimed at the target. Motivation deals with the level of effort that a person in pursuit of a goal. Motivation is closely related to job satisfaction and performasi Results of research support from the results of previous studies carried out by (Ardiana, 2017), with the title "Teacher Motivation Effect Of Accounting Vocational Teacher Performance in Madiun". The research method using simple regression analysis and multiple linear regression. The results showed that the positive effect of motivation on teacher performance accounting. Fachru (2013), entitled "Effect of Motivation, Occupational Safety and Health on Employee Performance Courses (Study at PT. Amanah Anugerah Adi Majesty". In this study, the method used is multiple linear regression analysis.

The results of the study showed that the variables of motivation, occupational health and safety together (simultaneously) significantly influence employee performance Haryono (2012), with the title "effect of Achievement Motivation and Organizational Climate performance against Power Administration Semarang state universities". the research method using simple regression analysis. Results showed that achievement motivation categorized as good,

relatively good organizational climate, and the performance of the administrative staff of the State University of Semarang is also good.

IV. RECOMMENDATION

There is a main priority of the variables of motivation that employees are motivated to work for the necessities of life are met. It is certain employees to work for their family demands to meet the necessities of life. And there was also motivated in the work moved from the heart because he wanted to help others in the humanitarian field. The second priority where leaders always treat their employees well. In this case is very important because it encourages and raise employee morale high and feel comfortable while working. In order to communicate the vision and mission clearly. The third priority where leaders give full support to employees for personal development. It is useful to give full credence to the employee to perform the duties and responsibilities of each - each without the need to be told or reminded repeatedly - again by the leadership. The fourth priority leader who does not discriminate - distinguish employees from one another. Where good leaders surely do justice to the employees of both the junior and senior. Fair in this issue covers reward and compensation, but also based on work performance each - each. The fifth priority is to make the future of the employees to be guaranteed for getting the pension plan in the old days. Where employees are encouraged to build prosperity form temporary savings that can be taken at any time when the age of the employees are no longer productive. Of the five priorities can be concluded that employees are motivated to work because they want to make ends meet.

By raising employee morale high. This should be supported by leaders who act fairly to employees. As well as providing a complete trust in the employee. So that employees can feel comfortable while working supaya able to communicate the vision and mission clearly. Reward and compensation in accordance with work performance. As well as providing welfare in the form of temporary savings that can be taken at any time when employees are no longer productive age or older. His advice to build motivation for success should be greater than the fear of failure.

Safety No Significant Impact on Employee Performance This discussion is related to the second hypothesis testing shows there are significant safety bahwatidak the performance of employees at Fire Karawang. The results of this study do not support from the opinion of Kashmir (2016: 266) states "Workplace safety is an overall employee protection". Where the office trying to keep from the employee gets an accident while carrying out its activities. There was also no support from research conducted by Saputra (2014), with the title "The Effect of Work Safety Against Employee Productivity at PT. Buran Nusa Respati in District Anggana Kukar District ". The research method uses analysis.

Simple regression. The research result of this study can be seen that there is a significant influence on the safety of employee productivity Fachru (2013), with the title "Effect of Motivation, Occupational Safety and Health on Employee Performance Courses (Study at PT. Amanah Anugerah Adi Majesty". Methods studies using multiple linear regression analysis. the results showed that the variables of motivation, health and safety at work together (simultaneously) positive and significant impact on employee performance. Susilo (2017), with the title "effect of safety and Health at work on Job Satisfaction (Studies on Employees Part Manufacturing Kebon Agung Malang) ". the research method using multiple linear regression analysis. The results of this study stated that occupational safety and health have a significant effect on job satisfaction Kebon Agung Malang. Where the earlier study which states that safety significant effect on employee performance. There is a major priority of the safety variables that work equipment received quality employees. It can not be proved that safety significant influence on employee performance. The reasons for that employee received equipment such as not qualified. The solution of permanent employees make decisions in completing the work, although with working equipment that is not qualified. Her advice how do we need to have a qualified work equipment is not just as a means of

standardizing testing but can support the performance of the employees in the field. Given the equipment is always used at any time during a disaster. The second priority in which employees are given a complete working equipment. It can not be proved that safety significant influence on employee performance. Other contributing factors include working equipment provided by the employee is not complete. The solution of permanent employees work to prepare equipment before taking to the pitch in spite of the relatively incomplete can not use the equipment to the fullest in order to represent equipment that is not complete. The leader advised the permanent employees working in safety with the existing situation because it supports the safety of the employees in the field. The third priority followed by stating that leadership is always firmly in applying the rules of work equipment fittings. Other contributing factors include leaders did not apply the rules concerning work equipment.

The employee should be able to pay attention to the safety of themselves with work equipment regulations in order to avoid injury during the evacuation. The leader advised the employee must prepare carefully and directed the implementation of disaster management. The fourth priority discipline employees in the use of work equipment is also necessary. It can not be proved that safety significant influence on employee performance. Other contributing factors include lack of discipline of employees in the use of work equipment. The solution as an employee should be able to use methods of work with discipline and in the proper use of work equipment so as not to cause injury to yourself or others. Leaders gave advice where employees are required to follow the Standard Operating Procedures (SOP) to avoid the potential hazards in the workplace.

The fifth priority is, employees eager to work for adequate working equipment. It can not be proved that safety significant influence on employee performance. Other contributing factors include the employee does not have the morale due to inadequate working equipment. The solution how employees find shortcuts so that we keep doing the job with enthusiasm without focus will be a shortage of working equipment. Her advice so that employees can feel every effort and performance they can produce results commensurate and can improve the performance of an organization. The sixth priority of employee motivation to work for adequate working equipment. It can not be proved that safety significant influence on employee performance. Other contributing factors include employee motivation down because of a lack of adequate working equipment. The solution by means of honing the skills of employees that are not focused on the shortage of working equipment. Her advice how employees can find a smart way to work safely and efficiently. The seventh priority is always watching leaders in using work equipment. It can not be proved that safety significant influence on employee performance. Other contributing factors include the leadership did not supervise the use of work equipment. The solution as our employees must be able to create safety procedures and safe work equipment by multiplying the reference of analysis of occupational hazard when in the field. Her advice is better planned work equipment to be used then please work according to the plan. The eighth priority is leadership noticed working life of the equipment. It can not be proved that safety significant influence on employee performance. Other contributing factors include the leadership did not pay attention to the work equipment. The solution is to perform maintenance work equipment on a regular basis in order to function properly during the use of the field.

Amongst the eight priorities, this research could conclude that employees continue to take decisions, prepare and pay attention to safety with the existing standard operating procedures. Using the methods of work discipline and the right for the use of work equipment. Maximizing existing work equipment, conduct routine equipment and hone the skills of employees with high morale and motivation in order to find shortcuts in completing the work safely without having to wait for the supervision of the leadership. Her recommendation to use work equipment in accordance with existing safety procedures to avoid injury. Motivation and Safety Simultaneous Significant Impact on Employee Performance hypothesis

testing results showed that motivation and safety at work simultaneously significant effect on employee performance Firefighting Karawang. Although work safety variables no significant effect on employee performance. The results support previous research results of the research done by Fachru (2013), conversely, if the lower quality of working life will get low commitment to the organization.

The second priority is employees are guided by the target and goals. This shows that leaders know the nature - the nature and behavior of their employees' performance during a particular period to determine the success and failure of performance of an organization. The third priority of the employee's job finished on time. In this case in addition to a role in the work environment, employees also have a role outside the workplace such as a husband or father and mother or wife in order to be able to spend their time with family. The fourth priority of the work of employees accountable. In this case the states employees can be accepted as part of the organization and gain confidence to the leadership so that employees feel responsible to implement the decisions that have been agreed. Of the four statements above we can conclude that doing the work and results of the work on what is done and how to do it. Hence, a commitment to work in maintaining the quality, guided by the target, finishing on time and be accountable is the goal rather than the performance of employees.

V. CONCLUSION

Another variable that does not exist in the study such as: leadership style, reason being to motivate subordinates that exist within an organization to be creative to get the role in the organization that is more directed to the progress of an organization and provides a very significant impact for the organization. It could also work discipline reasons, the procedure is correct or punish subordinates for violating regulations or procedures 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 raise awareness and willingness to obey all the rules companies and social norms in force. And the working environment, the reason for the work environment has a direct impact on the employees. Work environment can improve employee performance and conversely, inadequate working environment will reduce performance of employees. Working conditions said to be good if people can undertake an optimal, healthy, safe and comfortable. Suitability of the working environment can be seen the consequences in the long term. Good working environment can be demanding less labor and more time and does not support obtaining an efficient work system design. Suitability of the working environment can be seen the consequences in the long term. Good working environment can be demanding less labor and more time and does not support obtaining an efficient work system design. Suitability of the working environment can be seen the consequences in the long term. Good working environment can be demanding less labor and more time and does not support obtaining an efficient work system design.

Based on the conclusions obtained in this study, the suggestions put forward as a complement to research that can be given as follows:

- a. There is influence of motivation on employee performance Firefighting Karawang. His advice to build motivation for success should be greater than the fear of failure.
- b. Safety there is no influence on employee performance on Fire Karawang. Her recommendation to use work equipment in accordance with existing safety procedures to avoid injury.
- c. There is the influence of the influence of motivation and safety at work simultaneously on performance. His advice through employee performance evaluation can be seen that the achievement of the results, progress and constraints in implementing the program of activities could be improved in the future.

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