

Influence of Application of Work Safety System to Employee Performance

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Abstract--- *This study aims to determine the application of work safety systems and employee performance on Ciputat Skyrope. The research method in this research is descriptive quantitative and uses primary and secondary data types and using a questionnaire instrument, the number of this study was 87 respondents using the sampling research method used is saturated sampling. The method of data analysis uses statistical formulas namely validity, reliability, product moment correlation test, simple linear regression test, determination test, and hypothesis significance test. Based on the results of the study obtained a correlation coefficient of 0.6344 which means there is an influence between the variables X and Y are strong. With the linear regression equation in the study is $Y = 16.63 + 0.6079$ meaning that if the value of X (implementation of the work safety system) increases by one unit, the value of Y (employee performance) will rise, and vice versa. While the coefficient of determination obtained a value of 40.24%. This shows that the effect of the implementation of the Safety System on Employee Performance by 37.04% and the remaining 59.76% is influenced by other factors. The value of t_{count} obtained by 7.565 this is greater than t_{table} (1.988) then H_0 is rejected and H_a is accepted, meaning that there is a Significant Effect between the Implementation of Work Safety Systems on Employee Performance.*

Keywords--- *System Implementation, Work Safety, Employee Performance.*

I. INTRODUCTION

The competitors between companies in the era of globalization are increasingly very sharp, that make a human resource are required to continuously to be able to develop themselves proactively. The Human resources must be a human learner, namely individuals who want to learn and work hard with enthusiasm, so that the potential within oneself develops optimally. Therefore, the human resources needed at this time are human resources must have the capable of mastering technology quickly, adaptively, and responsive to technological changes.

This has an effect on the efforts to achieve the goals organized or in the company. The Human resources are an important role for the success of an organization or company, because humans are living assets which need special attention by the company. The fact that humans as the main assets in an organization or company must get serious attention and be managed as well as possible.

According to Sedarmayanti (2017: 232) Occupational Safety and Health is supervision of people, machines, materials, and methods that cover the work environment so that workers do not have injury at work or during

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working. Constitution Number 12 of 1969 Article 9 states that: every worker has the right to receive protection of work morale and treatment in accordance with human dignity and religious morals.

High performance produced by employees will help the company in the process of achieving goals its self. Mangkunegara (2017: 9) Performance is the result of quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given to him.

Skyrope is located on Kampung Bulak street No. 1 Ciputat, South Tangerang, which is a company that specializes in working at elevations. This company has several services related to height, such as cleaning the glass of multi-storey buildings, painting high-rise building walls and many others. Daily activities Skyrope in carrying out the duties required knowledge and safety equipment which is standardized in order to maintain the safety of the employees when the Worker working at the height of the building.

The cleaning service industry or a kind of device that uses rope access as a system in working in accordance with the regulatory standards set out in the "Decree of the General of Labor Inspection Development. Kep. 45 / DJPPK / IX / 2008 concerning safety and work safety guidelines at altitude using Rope Access.

In this company (the cleaning service industry) is one of the jobs which have a high risk or danger of fatal work accidents. "Fall" work accident classification is the most dominant work accident compared to other work accident classifications in this field, especially in the implementation of high rise building construction projects. In addition to implementing a work safety system by complying with Standard Operating Procedures (SOP), employees must have health insurance, especially in terms of work equipment used in accordance with the personal protective equipment (PPE) standards set out in the "Regulation of the Minister of Manpower and Transmigration of the Republic Indonesia Number PER.08 / MEN / VII / 2010 concerning Personal Protective Equipment.

The factors of Safety and protection at work become one of the factors that affect employee work performance. When the employee has a sense of security and comfort because they gets good protection from the company, then the employee will work with a calm feeling and will work well Health and Safety (K3). And if the company has a high work risk, the Health and Safety Program is one of the efforts in implementing protection for employees.

II. LITERATURE REVIEW

A. Management

Management comes from the English language sure "to manage" which means to manage. Arrangements are made through a process and based on the order and functions of management itself, so management is a process of achieving desired goals. According to Malayu S. P. Hasibuan (2017: 2) saidmanagement is the science and art that regulates the use of human resources and other resources effectively and efficiently to achieve a certain goal.

B. Human Resource Management

According to Edy Sutrisno (2017: 7) human resource management is planning, organizing, directing and controlling the procurement, development, compensation, integration, maintenance, and termination of employment with a view to achieving organizational goals.

According Sedarmayanti (2017: 11) states a process of scaling effectively and efficiently through the planning, mobilization and control of all values that become human strength to achieve goals.

C. Implementation of a Work Safety System

According to Mangkunegara (2013: 161) work safety shows that conditions are safe or safe from suffering, damage or loss at work. Constitution No. 1 of 1970 in explaining that work safety which has a scope related to machinery, workplace foundation and work environment, as well as ways to prevent accidents and diseases caused by work, provides protection of production sources so as to increase efficiency and productivity.

According to the regulation of the Minister of Manpower No. PER.05 / MEN / 1996 Occupational Safety and Health Management System is a part of the overall management system that includes the organizational structure, planning, responsibilities, implementation, procedures, processes and resources needed for development, implementation, achievement, assessment and maintenance occupational safety and health policies in the context of controlling risks associated with work activities to achieve a safe, efficient and productive workplace.

D. Employee work Performance

According to Mangkunegara (2017: 9) "employee performance is work performance or work output (output) both quality and quantity achieved by HR unity of time period in carrying out its work objectives in accordance with the responsibilities given to it".

According to Malayu S.P Hasibuan (2017: 34) "work performance is a work result achieved by a person in carrying out his duties which are charged to him based on skill, practice and sincerity as well as time

E. Rope Access

Rope access is a form of work activity or work position originally developed from rock climbing or cave tracing techniques, used to reach places that are difficult to reach, without the aid of scaffolding, platforms or stairs.

Rope Access can be classified as an Active Rope Access System. Rope access is a technique of working using rigging and various equipment as well as with special techniques. This method is usually used to achieve work positions that are difficult to reach according to a variety of needs. This system prioritizes the use of personal protective equipment as a barrier to movement and restraints (work restraints) as well as administrative control in the form of supervision and work competence for its workers.

Rope access has work procedures and standardization of work. These three things are absolute in Rope Access, and someone who wants to master this method must attend training and have special certification in this field. Rope Access starts from Levels 1, 2, and 3, Instructors and Assessors. For Level 1 Technician level, so they will work under supervision of Level 2 and 3. While for Level Instructor and Assessor, Level 3 must be active, meaning that every license has a life timeline.

III. METHODOLOGY

This research was conducted at Ciputat Skyrope located at Kampung Bulak stree No. 1 Ciputat, South Tangerang is a company engaged in the service of cleaning the glass of high-rise buildings, using rope access

equipment (rope access). The nature of the research used in this thesis is quantitative descriptive which explains the correlational relationship. The research describes a theory for the research foundation that is integrated with the results of a research questionnaire survey.

The data obtained from this method is the actual data, the data collection technique chosen is the census or saturated sampling method that is the method that takes all the population to be respondents in this research data. The respondents were 87 employees from the Ciputat Skyrope population.

IV. RESULTS AND DISCUSSION

The discussion of the results of this study is intended to discuss the issues of influence and significance as well as the discussion of the relationship between supporting theories that are aligned with the results of data processing.

The results showed that the application of the Work Safety System had a positive effect on employee performance with a regression equation $Y = 16.63 + 0.6079X$. The results of this regression analysis show the coefficient b is positive, it shows that the change in Y is in line with the change in X . So the value of X goes up by one unit, then the value of Y will rise, and vice versa. Regression coefficient $X = 0.6079$, the Y variable score will increase by 1 point with a constant insurance 16.63 points. This means that the application of the Work Safety System has a positive relationship with Employee Performance Variables on the Ciputat Skyrope.

The coefficient of determination of the influence of the Implementation of the Work Safety System on Employee Performance in Ciputat Skyrope is 40.24% while the remaining 59.76% is influenced by other factors.

Hypothesis test is obtained $C \text{ count} > T \text{ table}$ or $(7.565 > 1.988)$ then it shows a significant result. Or in other words $T \text{ count} > T \text{ table}$ then H_0 is rejected and H_a is accepted. So it can be concluded that "There is a significant influence between the Implementation of Work Safety Systems Against Employee work Performance". The Significance test of Correlation Coefficients with the Test of Two Parties.

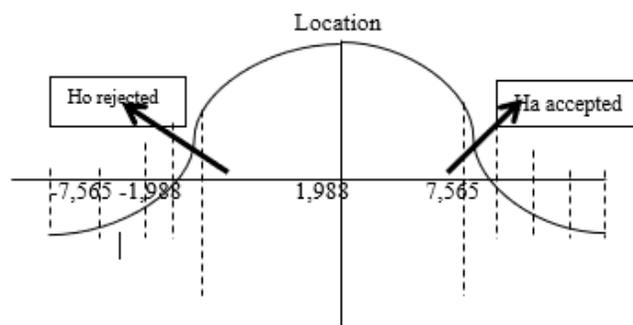


Figure 1: The significance Correlation Coefficient

V. CONCLUSIONS AND SUGGESTIONS

A. Conclusion

Based on the results of research and analysis in this study regarding the Application of Work Safety Systems to Employee Performance at Skyrope, the following conclusions :

1. The application of work safety systems that have been applied to the Ciputat Skyrope for employees is very good. In Health Insurance and Work Accidents, in the workplace the Company provides a complete first aid kit both at work and indoors. This is useful for the first safety for employees if an accident occurs. This is evidenced by the results of descriptive statistical analysis of respondents' answers where the dominant answer to health insurance and work accident statements is Agree with a percentage of Agree with a percentage of 32.53% or in other words almost half of the total number of respondents stated agree.
2. Employee work Performance Skyrope Ciputat has been in the quantity of work is that employees always maintain the cleanliness of the workplace when finished or leave the workplace. This employee understands that not only the number of jobs that are performance appraisals but workplace cleanliness is a factor of performance appraisal because a clean workplace will create comfort while working. This is evidenced by the results of the descriptive statistical analysis of respondents' answers with the results of 35.86% Agree with the questionnaire statement and 35.29% strongly agree.
3. As seen from the results of the study the effect of the application of work safety systems on employee performance on Ciputat Skyrope, it can be concluded that the product moment correlation coefficient was found that the value of r_{xy} was 0.6344. Interpretation level of the coefficient interval 0.60 - 0.799 is included in the category of **STRONG** relationship level. This means that there is a strong relationship between the Implementation of Work Safety Systems and Employee Performance. Determination coefficient found that 0.4024 it states that the Implementation of Work Safety Systems affect Employee Performance by 40.24% and 59.76% influenced by other factors. The regression model obtained was $Y = 16.63 + 0.6079X$, meaning that the constant number (a) in this study was 16.63. This figure is a constant number, which means that the current employee's performance value of x (the application of the Work Safety system) is 0. From the coefficient number (b) a regression of 0.5. This number means that if the value of X increases by one unit, the value of Y will increase, and vice versa. Based on the results of the t test it was determined that t count 7,565 > t table 1,988 then H_0 was rejected and H_a was accepted statistically significant, its mean that there was a strong influence between the Application of the Safety System to Employee Performance.

B. Suggestions

Implementation of the Work Safety System in the company must be able to provide a safe and prosperous work environment that can be seen under the leadership of not providing health insurance to the families of employees, employees should also provide a way for families of employees to create prosperity. And the company can reimburse medical expenses for the accident of its employees.

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