

Effects of Employee's Commitment, Training and Supervision on the Implementation of the Occupational Health and Safety at PT Trans Marga Jateng Semarang

Galuh Punjung Andhani, Taviyastuti², Fatchun Hasyim

Jurusan Administrasi Bisnis, Politeknik Negeri Semarang, Kota Semarang

ABSTRACT

The purpose of this research is to find out the influence of employee's commitment, training and supervision towards the implementation of The Occupational Health and Safety (OHS) at PT Trans Marga Central Java. This research is a quantitative research with sampling method is purposive sampling. This research is use data analysis method multiple linear regression analysis technique. The result showed that commitment and training have a positive and significant relationship with the implementation of The Occupational Health and Safety (OHS) meanwhile supervision partially has no significant relationship on the implementation of The Occupational Health and Safety (OHS). Simultaneously commitment, training and supervision have a positive and significant relationship with The implementation of The Occupational Health and Safety (OHS). The coefficient of determination in this research is 0,737 which means that 73,3% implementation of The Occupational Health and Safety (OHS) is influenced by commitment, training and supervision.

Keywords: *Commitment, Supervision, Training, Occupational Health and Safety (OHS)*

Pengaruh Komitmen, Pelatihan dan Pengawasan Karyawan terhadap Pelaksanaan Keselamatan dan Kesehatan Kerja (K3) pada PT Trans Marga Jateng Semarang

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara komitmen, pelatihan dan pengawasan karyawan terhadap pelaksanaan Keselamatan dan Kesehatan Kerja (K3) pada PT Trans Marga Jateng. Penelitian ini menggunakan metode penelitian kuantitatif dan teknik pengambilan sampel *purposive sampling*. Hasil penelitian menunjukkan bahwa komitmen dan pelatihan memiliki hubungan yang positif dan signifikan terhadap pelaksanaan Keselamatan dan Kesehatan Kerja (K3), sedangkan secara parsial pengawasan berpengaruh tidak signifikan terhadap pelaksanaan Keselamatan dan Kesehatan Kerja (K3). Secara bersamaan komitmen, pelatihan dan pengawasan berpengaruh secara positif dan signifikan terhadap pelaksanaan Keselamatan dan Kesehatan Kerja (K3). Koefisien determinasi yang dihasilkan pada penelitian ini sebesar 0,737 yang memiliki arti 73,3% pelaksanaan Keselamatan dan Kesehatan Kerja (K3) dipengaruhi oleh komitmen, pelatihan dan pengawasan, sedangkan sisanya sebesar 26,3% dipengaruhi oleh variabel lain.

Kata Kunci: Keselamatan dan Kesehatan Kerja (K3), Komitmen, Pengawasan, Pelatihan

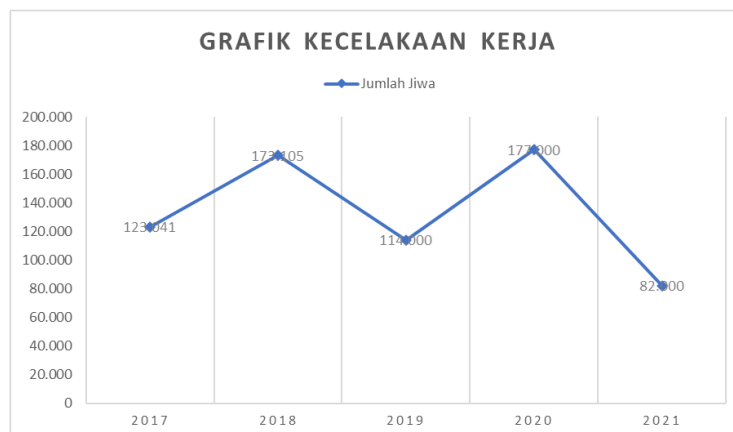
INTRODUCTION

Human Resource is an important asset owned by the company because it is the main factor that can deliver the company to its achievement targets, therefore employees as Human Resource in the company must be managed properly by caring for and developing the best quality possible to be able to contribute to provide maximum performance.

Management activities that can be implemented by company to create a safe and comfortable situation is Occupational Health and Safety (OHS) Management which is one of the mandatory things that must exist in a company. The implementation of OHS Management is one of the company's efforts in the context of risk control to minimize the potential for work accident hazards that can

arise during the company's operational and non-operational activities with the aim of creating a safe, comfortable and productive work environment.

OHS is an activity that guarantees and protects the safety and health of the company's workforce through efforts to prevent work accidents and work-related diseases. This OHS Management must be implemented by all companies that in practice employ a workforce of at least 100 people or under 100 people but have a high level of potential risk of work accidents. This is regulated in the Government Regulation of the Republic of Indonesia No. 50 of 2012 concerning the implementation of the Occupational Health Safety Management System.



Source: Data BPJS Ketenagakerjaan

Picture 1. Work Accidents in 2017-2021

Based on information from BPJS Ketenagakerjaan in Picture 1 regarding the magnitude of work accident cases in general in the last 5 years it seems to have fluctuated, where the number of work accidents is still considered high compared to the standard expected work accident rate. Head of the Central Java Provincial Manpower and Transmigration Office, Sakina Rosellasari, said that in Central Java in 2021 there will

still be work accident cases with a total of 262 cases. There was an increase in the number of work accidents by 51 cases where in 2020 there were only 211 cases (jatengprov.go.id 2021).

Monitoring reports and the realization report of the OHS in PT Trans Marga Jateng Semarang on 2021, there are several programs that have not been fully implemented effectively, such as

environmental management of the KM 487 rest area, OHS audits that have not been carried out, unavailability of waste management at toll gates and also procurement of hydrants. This can create an unsafe condition that is potentially dangerous.

This commitment must exist from all elements of the company from top management to the lower levels of workers (Setyowati, Pratiwi, & Sultan, 2018). Especially in the implementation of OHS, this alignment will be established if all elements of the company have the same understanding and perception about working safely in implementing OHS.

Training is a process that helps employees master specific skills that are useful for improving the quality of work execution. Training can improve the quality of employee knowledge and the ability to identify hazards to avoid exposure to hazards so as to minimize adverse outcomes (Prayogi & Nursidin, 2018).

Supervision is a process to ensure the company's goals that have been planned to be achieved. Supervision is an effort to support management in carrying out risk management in the implementation of OHS (Supardi & Muliawan, 2019).

High commitment from all elements of the company makes the work run based on a sense of responsibility and a sense of comfort. The commitment of employees to work safely must also be supported by infrastructure and a safe work environment by the company such as training programs and also supervision efforts as facilities to support safe work in the workplace so that it can produce positive results for the implementation of OHS and support the company's success. Based on the various theories put forward previously, the results of previous studies, and research gaps, the model built in this study is "The Effects of Employee's Commitment, Training and Supervision on the Implementation of The

Occupational Safety and Health (OHS) at PT Trans Marga Jateng Semarang."

Identification of Problem

Implementation of OHS can run well by reducing the rate of work accidents by working safely and healthy. Safe and healthy work must be supported by many aspects such as the provision of facilities and infrastructure, training as a trigger for OHS awareness of employees and supervision as a benchmark for implementation with applicable policies. However, in reality the number of work accidents is still relatively high as can be seen from the fluctuating graph. Some facilities and infrastructure have not been effectively implemented, this is an indication of unsafe actions and unsafe conditions which can give rise to a dangerous situation that is even fatal. Good implementation of OHS will contribute to reducing the rate of work accidents so that the safety and health of employees is guaranteed.

Research Purpose

The objectives of this research are:

- a. To find out whether commitment affects the implementation of Occupational Health and Safety (OHS) at PT Trans Marga Jateng Semarang
- b. To find out whether the training has an effect on the implementation of Occupational Health and Safety (OHS) at PT Trans Marga Jateng Semarang
- c. To find out whether supervision has an effect on the implementation of Occupational Health and Safety (OHS) at PT Trans Marga Jateng Semarang

Benefits of Research

Contributions in this research are:

- a. For Semarang State Polytechnic
Through the results of this study can be used as a reference and library materials for students of Applied Business Administration Semarang State Polytechnic.

- b. For PT Trans Marga Central Java Semarang

Through the results of this study can be used as suggestions and considerations in the implementation of Occupational Health and Safety (OHS) in the future.

Literature Review

Occupational Health and Safety (OHS)

Sapardi (2019) argues that work safety is a form of effort to create a safe, healthy and comfortable workplace so as to reduce work accidents thereby increasing efficiency and productivity.

Occupational Health is an effort to improve the quality of life of workers who are free from physical and mental disorders through improving health, preventing work-related diseases (Munir, 2014).

The definition of OHS according to the Ministry of Manpower of the Republic of Indonesia is all activities to ensure and protect the safety and health of workers through efforts to prevent work accidents and work-related diseases.

Indicators of Occupational Health and Safety (OHS) according to (Anggra, 2015):

- a. Provision of training
- b. Availability of health services
- c. Work environment
- d. Work equipment
- e. Regulations at work

Commitment

Commitment is a value orientation towards the organization that shows a member thinks about, pays attention to all efforts and mobilizes and develops their potential with the aim of contributing to achieving organizational goals (Lubis & Jaya, 2019). The existence of a commitment from all elements of the company makes the relationship between employees and the company harmonious so that there is harmony between them.

Indicators of commitment according to (Oktavia and Amar, 2014), namely:

- a. Loyalty

- b. Attitude towards duty
- c. Responsibility
- d. Self discipline.

Training

Training is a series of individual activities in systematically increasing skills and knowledge so that they are able to have professional performance (Choirussa, 2021). Companies must create a work environment that encourages employees to be able to develop their abilities and skills optimally (Charney & Conway, 2005). It can be concluded that training is one of the efforts made by the organization to improve the quality of resources to meet organizational qualifications.

According to Dessler (2015), indicators of training are:

- a. Instructor
- b. Trainee
- c. Methods and materials
- d. Training goals
- e. Evaluation

Supervision

Based on the Big Indonesian Dictionary supervision comes from the word "Awat" which means to observe and guard something carefully. Supervision is a process of balancing standards to achieve organizational goals by comparing standards with actual conditions and taking corrective steps (Williams, 2014).

Indicators of supervision according to Handoko (2012), namely:

- a. Performance assessment
- b. Corrective action
- c. guardianship
- d. Education

RESEARCH METHODS

This research is a quantitative study using a purposive sampling technique. The population in this study were employees of PT Trans Marga Jateng Semarang, and the sample size used in this study obtained a total sample of 70 people. In processing the data,

researchers used multiple linear regression analysis using SPSS 20 software.

RESULTS AND DISCUSSION

Validity Test

The validity test was carried out to find out whether the questionnaire used could

measure the variables studied correctly in a study. If the r count is greater than the r table value and the value is positive, then the item or statement or indicator is declared valid. The results of the validity test are as Table 1.

Table 1. Validit Test Results

Research Variable	Item	r Count	Table r	Sig. Value	Explanation
Commitment (X ₁)	X1.1	0,816	0,235	0,000	Valid
	X1.2	0,839	0,235	0,000	Valid
	X1.3	0,896	0,235	0,000	Valid
	X1.4	0,842	0,235	0,000	Valid
Training (X ₂)	X2.1	0,855	0,235	0,000	Valid
	X2.2	0,788	0,235	0,000	Valid
	X2.3	0,808	0,235	0,000	Valid
	X2.4	0,868	0,235	0,000	Valid
	X2.5	0,897	0,235	0,000	Valid
	X2.6	0,860	0,235	0,000	Valid
Supervision (X ₃)	X3.1	0,907	0,235	0,000	Valid
	X3.2	0,904	0,235	0,000	Valid
	X3.3	0,890	0,235	0,000	Valid
	X3.4	0,878	0,235	0,000	Valid
OHS (Y)	Y.1	0,850	0,235	0,000	Valid
	Y.2	0,849	0,235	0,000	Valid
	Y.3	0,903	0,235	0,000	Valid
	Y.4	0,912	0,235	0,000	Valid
	Y.5	0,922	0,235	0,000	Valid

Sumber: Data Primer, diolah 2022

From Table 1, it can be seen that of the four variables used in this study, there were 19 statements that had a calculated r value greater than the r table value, which means that each statement item for each of these variables is valid.

Reliability Test

This reliability test is intended to find out whether the instrument used in the study is a reliable, consistent and stable instrument,

or in other words if it is used several times to measure the same object it will produce the same data. The level of reliability of a research variable can be seen from the statistical results of Cronbach's Alpha (α). A variable is said to be reliable if it gives a Cronbach's Alpha value > 0.70 (Sujarweni, 2014). (Sujarweni, 2014).

The results of the reliability test conducted on this research instrument can be seen in the Table 2.

Table 2. Reliability Test Results

Variable	Cronbach Alpha	Explanation
Commitment (X ₁)	0,932	Reliabel
Training (X ₂)	0,864	Reliabel
Supervision (X ₃)	0,919	Reliabel
OHS (Y)	0,917	Reliabel

Source: Data Primer, 2022

From Table 2, it can be seen that all the variables in this study are declared reliable, because the Cronbach's Alpha value of each variable is more than 0.70. So it can be concluded that all variables in this study can be trusted and have good measurement consistency so that they can be used for further research.

Multiple Linear Regression Analysis

Multiple linear regression analysis is used to determine how much influence the independent variables have on the dependent variable, named Commitment (X₁), Training (X₂), Supervision (X₃) on the Implementation of OHS (Y). As for the processing of the multiple linear regression analysis, the following data are obtained at Table 3.

Table 3. Multiple Linear Regression Analysis Results

Modle	Non Standard Coefficients Beta	t	Significant
(Constanta)	0,908	0,726	0,471
Commitment	0,593	4,923	0,000
Training	0,286	3,358	0,001
Supervision	0,175	1,212	0,230

Source: Data Primer, 2022

Based on Table 3, it can be written in the form of a multiple linear regression equation as follows:

$$Y = 0,908 + 0,593X_1 + 0,286X_2 + 0,175X_3$$

From the regression equation above, several things can be interpreted, namely:

a. Constant Value (α)

The constant (α) is 0.908 and has a positive direction, meaning that if the variables Commitment (X₁), Training (X₂), Supervision (X₃) are equal to 0, then this number indicates the magnitude of the K3 Implementation (Y) value of 0.908

b. Commitment Variable Regression Coefficient Value (b₁)

The regression coefficient of the commitment variable is 0.593, meaning that if the commitment variable increases by 1 unit, then the OSH Implementation variable will increase by 0.593, assuming the training and supervision variables remain constant or the value is 0.

c. Training Variable Regression Coefficient Value (b₂)

The regression coefficient of the entrepreneurial characteristic variable is

0.286, meaning that if the training variable increases by 1 unit, then the OSH implementation variable will increase by 0.286 assuming the commitment and supervision variables remain constant or the value is 0.

d. Control Variable Regression Coefficient Value (b3)

The regression coefficient of the supervision variable is 0.175, meaning that if the supervision variable increases by 1 unit, then the OSH implementation variable

will increase by 0.175 assuming the commitment and training variables remain constant or the value is 0.

Hypothesis Test

a. t test

The t test is to determine the significance level of the effect of each independent variable on the dependent variable assuming the other independent variables do not change. Testing was carried out using a significance level ($\alpha = 5\%$). The test output results at Table 4.

Table 4. T Test

Independent Variable	T Count	T table	Significant
Commitment	4,923	1,668	0,000
Training	3,358	1,668	0,001
Supervision	1,212	1,668	0,230

Source: Data Primer,2022

1) The Test of Hypothesis I: There is an Effect of Commitment on the Implementation of OHS

Based on the test, the results show that there is a partial positive effect on the commitment variable where the t count is positive at 4.923 where the value is greater than the t table value of 1.668. It can be concluded that the statement of the research hypothesis I "There is an Influence of Commitment on the Implementation of OHS" is accepted.

2) The Test of Hypothesis II: There is an Effect of Training on the Implementation of OHS

Based on the test, the results show that there is a partial positive effect on the training variable where the t count is positive at 3.358 where the value is greater than the t table value of 1.668. It can be concluded that the statement of the research hypothesis II "There is an Influence of Training on the Implementation of OHS" is accepted.

3) The Test of Hypothesis III: There is an Influence of Supervision on the Implementation of OHS.

Based on the test results, the results show that there is an insignificant effect of the monitoring variable where the t count is 1.212 which is smaller than the t table value of 1.668. It can be concluded that the research hypothesis statement III "There is a Significant Effect of Supervision on the Implementation of OHS" is rejected.

b. F Test

The F test is intended to test the effect of the independent variables which include Commitment (X1), Training (X2), Supervision (X3) together on the dependent variable, namely the Implementation of K3 (Y), the F test is used whether the effect is positive or negative. The test was carried out using a significance level ($\alpha = 5\%$) with the criterion that if an F count < F table is obtained, then H0 is accepted, and if an F count > F table value is obtained, H0 is rejected.

Table 5. F Test

Modle	Df	F	Sig.
Regression	3	65,349	0.000
Residual	66		
Total	69		

Source: Data Primer,2022

3) The Test of Hypothesis IV: There is a Significant Influence of Commitment, Training, Supervision on the Implementation of OHS

Based on the test, the results obtained for the variables Commitment, Training, Supervision simultaneously affect the Implementation of OHS where the F count is 65.349 the value is greater than the F table of 2.744, so it is concluded that the statement of the research hypothesis IV "There is an Effect of Commitment, Training, Supervision simultaneously

affecting the Implementation of OHS" is accepted. This means that if Commitment, Training, Supervision are jointly increased, then the Implementation of OHS will also increase.

Coefficient of Determination

The coefficient of determination is used to determine how much influence the independent variable has on the dependent variable which is referred to as presentation. (Ghozali, 2005). The result of the coefficient of determination at Table 6.

Table 6. Coefficient Of Determination's Value

Model	R	R Square	Adjusted R Square	Std. Error of The Estimate
1	0,865	0,748	0,737	1,354

Source: Data Primer,2022

From the test results obtained the value of the coefficient of determination (Adjusted R²) = 0.737. This shows that 73.7% of K3 Implementation (Y) can be explained by the variables Commitment (X1), Training (X2), Supervision (X3), while the rest (100% - 73.7 = 26.3%) is explained by other factors not examined in this study.

CONCLUSION

Based on the results of data analysis and discussion, the following conclusions can be drawn:

1. There is a Positive and Significant Influence of Commitment (X1) on the Implementation of OHS.
2. There is a Positive and Significant Effect of Training (X2) on the Implementation of OHS.

3. There is an insignificant effect of supervision (X3) on the implementation of OHS.
4. Commitment (X1), Training (X2), Supervision (X3) have an effect on the Implementation of OHS.

Suggestion

From the conclusions that have been presented above, the suggestions given by the researcher are as follows:

- a. For PT Trans Marga Central Java Semarang

There are several suggestions that researchers give to PT Trans Marga Jateng Semarang, namely:

- 1) Supervision of OHS implementation can use an active type of supervision where supervision is carried out

directly together with the implementation and is reviewed by superiors by providing briefings to start work and socialization related to evaluating the implementation of OHS to provide input as work corrections.

- 2) The commitment continues to be disseminated to all employees to form a cultural commitment to OHS, giving rewards as an appreciation and triggering enthusiasm for employees who are highly committed to work, especially in implementing OHS.
- 3) Conducting sharing sessions as a forum for refreshing knowledge and skills regarding OHS for employees. The training methods that can be used are the simulation training method where employees receive training with conditions that are made to almost resemble the original conditions and the demonstration method where the training becomes more interesting with props as training support.

b. For further research

Future researchers who are interested in conducting research on the implementation of OHS can use other variables such as workload and teamwork.

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