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Influence Occupational Health Safety and Work Discipline on Employee Productivity at the Energy and Mineral Resources Department of South Sumatra

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ABSTRACT

Purpose: This study aims to determine how the productivity of employees of the Energy and Mineral Resources Agency is measured based on health safety and work discipline.

Methodology/approach: This study found that occupational health and safety and work discipline, both individually and jointly, have a positive and significant effect on employee productivity at the Energy and Mineral Resources Office of South Sumatra Province.

Results/findings: The analysis showed that both occupational health and safety and work discipline have a significant positive effect on employee productivity, both partially and simultaneously. The statistical tests (t-test and F-test) confirmed that improvements in these two variables are associated with higher levels of productivity among employees.

Conclusions: The study concludes that occupational health and safety and work discipline are key factors influencing employee productivity at the Energy and Mineral Resources Office of South Sumatra Province. Strengthening these aspects can lead to better work performance and overall organizational effectiveness.

Limitations: The research was limited to the Energy and Mineral Resources Office of South Sumatra Province and focused only on occupational health safety, work discipline, and employee productivity variables.

Contribution: The results of this study are expected to contribute to increasing labor productivity, as well as provide useful references for other researchers and UPGRI in increasing knowledge and abilities in the world of labor.

Keywords: *Employee Productivity. Occupational Health and Safety, Work Discipline*

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1. Introduction

Reliable human resources play a strategic role in the era of global competition. Human resources are the most important assets for an organization, and effective management is the key to success (Rachwał-Müller, 2024). Organizations need to maximize human resources to work optimally to achieve their goals. Human resources are crucial for the continuity and progress of an organization; therefore, special attention must be paid to employees. According to (Innunisa, 2019), one way to increase productivity is to implement occupational safety and health measures (K3). K3 is an important part of the management of the Energy and Mineral Resources Office of South Sumatra Province for creating a safe and productive work environment. Occupational safety and health is important for the morale, legality, and finances of the agency and its employee (Ningsih, Subagja, & Hakim, 2024). (Prihadi, 2019) defines work safety as a comprehensive employee protection activity to prevent accidents during work, while occupational health aims to keep employees healthy in the work environment. According to Ganyang (2018), work discipline is a condition in which employees accept and implement rules and habits related to duties and responsibilities.

That work productivity is a comparison between output and input, with input in the form of labor and output measured in physical form, shape, and value. Increased productivity can only be achieved by humans as a strategic element of an organization (Kurniawan, Darmawati, & Puspita, 2024). The Human Resources and Mineral Resources Development Agency is tasked with developing human resources in the fields of oil, gas, electricity, minerals, coal, new energy, energy conservation, and geology. The Energy and Mineral Resources Office of South Sumatra Province is tasked with managing the energy and mineral resources sector with the main tasks of policy formulation, policy implementation, evaluation, and reporting (Datta, Guthrie, & Wright, 2005).

Previous research by Pramesti and Munawaroh (2023) showed that work discipline has a significant effect on employee productivity at UD Mugi Lestari Papar. The results of the initial observations at the Energy and Mineral Resources Office of South Sumatra Province show that K3 is an important factor affecting employee productivity. To prevent accidents, the office emphasized that employees obey existing regulations. OHS issues at the office include unsafe arrangement of documents and equipment, unsafe electrical arrangement, inappropriate placement of Light Fire Extinguishers (APAR), and obstructed building hydrant conditions. In addition to OHS, work discipline also affects employee productivity. For example, indiscipline in attendance often causes employees to be absent without explanation, which has an impact on productivity (Iman, Nitawati, & Triandani, 2023).

2. Literature review and hypothesis development

2.1 Occupational Health and Safety

2.1.1 Definition of Occupational Health and Safety

Occupational health safety According to Supomo and Nurhayati (2018), occupational safety shows that safe conditions are aspects of the work environment. According to (Sinambela, 2021)occupational safety and health (K3) are healthy and safe work at work, in organizations, in the community, and in the work environment, so that employees can work properly.

2.1.2 Indicators Occupational Health Safety

According to (Mangkunegara & Prabu, 2015), the indicators of the causes of occupational health safety are as follows:

1. Compilation and storage of goods that are in a state of work environment, which includes
   a. Dangerous, and less safe is considered.
   b. Overly crowded and claustrophobic workspaces.
   c. Disposal of dirt and waste out of place.
2. The use of work equipment includes the following.
   a. Damage to safety work equipment
   b. Poor safeguarding of poor security of electronic equipment.
3. Physical and mental condition of employees

2.1.3 The purpose of occupational safety and health

According to (Mangkunegara & Prabu, 2015) the objectives of occupational safety and health are as follows.

1. Ensure the safety and health of employees physically, socially, and psychologically.
2. Using work equipment and equipment as effectively as possible.
3. Maintaining the safety of all production products.
4. Ensure maintenance and improvement of employees' nutritional health.
5. Increased morale, harmony, and work participation.
6. Preventing health problems due to the environment or working conditions.
7. Make employees feel safe and protected while working.

2.2 Work Discipline

2.2.1 Definition of Work Discipline

According to Asgaruddin (2023), work discipline is the willingness and awareness of employees to obey all organizational regulations and applicable social norms. Thus, work discipline is a tool used by leaders to communicate with employees so that they are willing to change their behavior to follow the established rules of the game. Disciplines must be enforced within an organization. According to Sinambela (2021) work discipline is the ability of a person to work regularly, diligently, and continuously in accordance with applicable rules by not violating established rules.

2.2.2 Indicators of work discipline

The indicators of work discipline according to (Ekhsan, 2019) are as follows.

1. Purpose and Ability
   A person's goals and abilities also affect their level of employee discipline. The objectives to be achieved are clear, ideally set, and sufficiently challenging for an employee's ability. This means that the objectives (work) assigned to a person must be in accordance with the ability of the employee concerned, so that he/she works seriously and is disciplined in doing so.
2. Leadership example
   An example of a leader playing a role in determining employee discipline. Leadership is an example of an employee role model. Leaders must provide examples of good behavior, high discipline, honesty, fairness, and appropriate words and actions. If a leader has a bad personality or a lack of discipline, then their employees will also be less disciplined.
3. Reward
   Payback (salary and welfare) also affects employee discipline, because payback will provide satisfaction and employee love for the organization or agency. If employees' love for work improves daily, their discipline improves.
4. Justice
   Justice also encourages the realization of employee discipline because ego and human nature always feel important and always want to be treated the same as other humans.
5. Punishment Sanctions
   How important are punitive sanctions for maintaining employee discipline? With increasingly severe punitive sanctions, employees will be increasingly afraid of violating existing regulations so that their indisciplinary attitudes and behaviors will develop.
6. Firmness
   The firmness of leadership in taking action affects employees' discipline. Leaders must be brave and firm in acting to punish every employee who is indisciplinary in accordance with the established penalty sanctions, so that the leader will be able to maintain employee discipline.

2.2.3 The Purpose of Work Discipline

The objectives of this work, according to (Hasibuan & Silvya, 2019) are as follows:

1. Employees must comply with government regulations and policies.
2. Create proper work
3. Maintaining and using facilities properly.
4. Behave according to office norms

5. The workforce can produce high productivity according to the expectations of the office, both in the short and long term.

2.3 Employee Productivity

2.3.1 The Purpose of Employee Productivity

Employee productivity is an employee's contribution to the organization and is a comparative measure that identifies organizational efficiency and effectiveness. Productivity is a measure of work that emphasizes how long a task takes to complete and is the most important input in human resource planning, employee cost estimation, and work scheduling. Unemployment and designing an intensive system for employees.

According to (Andriani, 2023) productivity is a measure that shows the consideration between the input and output issued by the employee service and the labor that is owned per unit of time or by measuring labor efficiency. According to (Ardiansyah, Agung, & Firdaus, 2020) to measure employee work productivity, an indicator is needed: 1) ability, 2) trying to improve the results achieved, and 3) work enthusiasm.

2.3.2 Employee Productivity Indicators

According to (Ardiansyah et al., 2020), an indicator is needed to measure employee work productivity, as follows:

1. Ability
   The ability of employees to perform tasks is highly dependent on their skills and professionalism at work.
2. Trying to improve the results achieved
   The results can be felt by those who do and those who enjoy the results of the work.
3. Work spirit
   In an effort to be better than yesterday, this indicator can be seen from the work ethic and the results achieved in one day then compared to the previous day.

2.3.3 Factors Affecting Productivity

According to (Mangkunegara & Prabu, 2015), the factors that affect employee work productivity include the following:

1. Ability factors and psychologically, employee abilities consist of potential abilities and reality abilities (education).
2. Motivational factors are formed from the attitudes of employees in facing work situations.

3. Methodology

3.1 Object and Research Location

The object of this research is employees of the Energy and Mineral Resources Office of South Sumatra Province. The research location is JL. Angkatan 45 Number. 2440 Demang Lebar Daun, Kec. Ilir Barat, Palembang City, South Sumatra 30317.

3.2 Research Methods

The method used in this study was quantitative. According to (Sugiyono, 2020), quantitative methods are defined as research methods based on the philosophy of certain samples, data collection using research instruments, and quantitative or statistical data analysis, with the aim of describing and testing the hypotheses that have been applied.

3.3 Population and Sample

3.3.1 Population

The population in this study was employees of the Department of Energy and Mineral Resources in South Sumatra Province.

3.3.2 Sample

The sample for this study, which was calculated using the Slovin formula, comprised 69 employees of the Energy and Mineral Resources Office of South Sumatra Province.

3.4 Data Source

According to Sugiyono (2020), writing data sources can be divided into two categories:

1. Primary Data is a source that directly provides data to data collectors. These included questionnaires, interviews, and observations.
2. Secondary Data is a source that does not directly provide data, but through other people. In this study, the remaining documents were organizational history, organizational structure, and employee attendance recap.

In this study, the data used were primary and secondary data that received sources from organizations and other people. Data were obtained using a Likert-scale questionnaire and documentation. The Likert scale was used to measure the attitudes, opinions, and perceptions of a person or group of people about social phenomena, which are hereinafter referred to as research variables (Tanujaya, Prahmana, & Mumu, 2022). The variables to be measured were translated into variable indicators using a Likert scale. Then, the indicator is used as a measuring point to compile instrument items that can be in the form of statements or questions (Seth & Gupta, 2015).

3.5 Data Analysis Technique

3.5.1 Instrument Testing

Duwi (2018) states that instrument measurement tools are of two types: validity tests and reliability tests. In this study using IBM SPSS Statistics version 22.

1. Validity Test

According to (Zhang & Aryadoust, 2022), a validity test was used to determine the accuracy of the instrument in the research questionnaire. The instrument was declared valid if there was a relationship with the total score. The validity test provisions were as follows:

1. If r≥ 0.05 then the instrument item is declared valid
2. If r≤ 0.05 then the instrument item is declared invalid

2. Reliability Test

According to Duwi (2018), a reliability test is used to determine the consistency of measuring instruments, which are usually questionnaires. A reliability test with the following provisions:

1. Cronbach Alpha> 0.60 reliability
2. Cronbach Alpha> 0.60 is not reliable

3.5.2 Classical Assumption Test

The classical assumption test is a statistical requirement that must be met before performing an ordinary least square (OLS)-based multiple linear regression analysis. The purpose of classical assumption testing is to ensure that the regression model used meets the necessary conditions, so that the results can be trusted and consistent. Commonly used classical assumption tests include normality, multicollinearity, and heteroscedasticity.

1. Normality Test

Hajati, Artiningsih, and Wahyuni (2018), p.225) tests whether the dependent and independent variables follow the distribution in regression capital. If it is significant at 0.05, then the variable is normally distributed, and vice versa if significant <0.05, then the variable will not be normally distributed.

2. Multicollinearity Test

Hajati et al. (2018) multicollinearity test shows that there is a perfect or clear linear relationship between all the independent variables of the existing model. The limit of the tolerance value> 0.1 or VIF value is smaller than 10, so there is no multicollinearity.

3. Heteroscedasticity Test

(Purwoko & Hassan, 2023) states that the heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. At a significance level of 5%, the presence of heteroscedasticity can be determined using the following criteria:

1. If the probability value of the independent variable is greater (>) than 0.05, there is no heteroscedasticity.
2. Heteroscedasticity occurs if the probability value of the independent variable is smaller (<) than 0.05.

3.5.3 Statistical Test

Multiple linear regression analysis is an analysis used to determine the accuracy of prediction whether there is a strong relationship between the productivity variable (Y) and the independent variables of occupational health safety (X1) and work discipline (X2) The multiple linear regression equation is formulated:

$Y=a+b1X1+b2X2+\varepsilon$(Iswanto, Soerahman, & Saputra, 2023)

Where Y = Productivity, a = Constant Value, X1 = Occupational Health Safety, X2 = Work Discipline, B1 = Regression Coefficient X1, B2 = Regression Coefficient X2, and e = error (assumed value of 0). In addition, a correlation coefficient analysis was conducted to determine whether the relationship between variables was strong. This was followed by a coefficient of determination test and hypothesis testing (Putra, Arifin, & Fitriani, 2022).

4. Results and discussion

4.1 Respondent Characteristics

4.1.1 Characteristics of Employees (Respondents) Based on Gender

Table 1. Characteristics of Respondents Based on Gender

No	Gender	Frequency	Percentage (%)
1	Male	37	54,9%
2	Female	32	45,1%
	Total	69	100%

Source: Processed Primary Data, 2024

Based on the table above, it is known that there were 37 (54.9 %) male respondents and 32 (45.1 %) female respondents.

4.1.2 Characteristics of Employees (Respondents) by Age

The table below describes the characteristics of the respondents based on age.

Table 2. Number of Employees by Age

No	Based on Age	Frequency	Percentage (%)
1	20-30 Years	15	23,9%
2	31-40 Years	24	33,8%
3	41-50 Years	18	25,4%
4	Above 50 Years	12	16,9%
	Total	69	100%

Source: Research Results Data processed, 2024

Based on the table above, of the 69 respondents with age levels between 20-30 years (23.9%), 31 to 40 years (33.8%), 41-50 years (25.4%), and respondents with age levels above 50 years (16.9%). From the age of the employees at the Energy and Mineral Resources Office of South Sumatra Province, the dominant respondents were age level–31-40 years (33.8%).

4.1.3 Characteristics of Employees (Respondents) Based on Last Education

Table 3. Characteristics of Employees Based on Last Education

No	Last Education	Frequency	Percentage (%)
1	High School/Vocation School	9	13%
2	Diploma D3/D4	6	8,7%
3	Bachelor S1/S2/S3	54	78,3%
	Total	69	100%

Source: Research Results, Data Processed 2024

Table 3 shows the characteristics of the respondents based on their most recent education. The respondents in this study were dominated by S1 / S2 / S3 as many as 54 employees or 78.3%, SMA with as many as nine employees (13%), and Diploma D3 / D4 with as many as six employees (8.7%).

4.2 Instrument Validity Test Results and Reliability

4.2.1 Validity Test

The entire Occupational Safety Health questionnaire is valid as many as six questionnaire items. Likewise, discipline was validly used as a measuring instrument in this study. The entire questionnaire all valid Work Discipline questionnaires contained 12 questionnaire items. Finally, Employee Productivity was validated as a measuring tool in this study. All valid employee productivity questionnaires comprised six items.

4.2.2 Reliability Test

Table 4. Reliability Test Results

Variable	Cronbach's Alpha	Reliability status
Occupational Health Safety	.744	Reliable
Work Discipline	.757	Reliable
Employee Productivity	.766	Reliable

Source: Research Results, data processed, 2024

4.3 Classic Assumption Test

4.3.1 Normality Test Results

The significant value of occupational health safety (X1) was 0.094 and that of work discipline (X2) was 0.227 against employee productivity (Y) of 0.140, a significant number greater than 0.05. So it can be said that the residual value is normally distributed.

4.3.2 Multicollinearity Test Results

It can be seen that the tolerance value of the two independent variables, namely occupational health and safety (X1) is 0.997, and work discipline (X2) has a value of 0.997 which means it is greater than 0.1. The VIF value of the two independent variables is 1,003, meaning it is less than 10, and it can be concluded that the independent variables do not have symptoms of multicollinearity.

4.3.3 Heterokedasticity Test Results

The GIS value of the heteroscedasticity test for the occupational health safety variable (X1) of 0.262 is greater than 0.05 and the work discipline variable (X2) of 0.518 is greater than 0.05. Therefore, it can be concluded that there were no symptoms of heteroscedasticity.

4.4 Multiple Linear Regression Analysis Results

Table 5 shows that the occupational health safety regression coefficient is 0.040 and the work discipline regression coefficient is 0.069; therefore, the regression equation between the occupational health safety variable (X1) and work discipline (X2) on the employee productivity variable (Y) is

Y= a+b1+b2x2

Y=21,099+0,040 X1+0,069 X2

Table 5. Multiple Linear Regression Analysis Results

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	Constant Value	21.099	3.960		5.328	.000
	Occupational Health Safety	.040	.107	.045	.373	.710
	Work Discipline	.069	.059	.144	1.181	.242

Source: Research results, data processed, 2024

From the multiple linear regression analysis equation, a constant value of 21.099 indicates that if the occupational health safety variable (X1) and work discipline (X2) are equal to zero, then employee productivity (Y) is 21.099. The occupational health safety regression coefficient of 0.040 means that if occupational health safety gets a one-unit increase, then employee productivity increases by 0.040 units, assuming other independent variables are constant. A work discipline coefficient of 0.069 means that if work discipline increases by one unit, then employee productivity increases by 0.069 units, assuming other independent variables are constant.

4.5 Correlation Coefficient and Coefficient Determination Analysis

Correlation coefficients were used to determine the relationship between variables. With the analysis of the correlational coefficient, it can be stated whether the relationship between one variable and another is strong.

Table 6. Correlation Coefficient Results

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.679[a]	.462	.445	1.84834

Source: Research results, data processed, 2024

Based on Table 6, the results of the correlation coefficient analysis show that the value of the correlation coefficient between the independent variables, namely occupational health and safety (X1) and work discipline (X2), on employee productivity (Y) is 0.679. The value of the correlation coefficient (r) of 0.679 means that it is at a value of 0.060-0.799, which can show that the correlation between the variables of occupational safety and health and work discipline on employee productivity is strong.

The magnitude of the R Square value was 0.462. This means that the contribution of the influence of occupational health and safety variables (X1) and work discipline (X2) on employee productivity (Y) is 46.2%, while the remaining (100%–46.2%) = 53.8% is influenced by other factors that are not included in this study.

4.6 Hypothesis Test

4.6.1 Test (t partially)

From the results of the t-test, it can be seen that the significant value between the occupational health safety variable (X1) and employee productivity (Y) is 0.002 <0.05, meaning that (Ha) is accepted and (H0) is rejected. It can be concluded that occupational health safety variables partially influence employee productivity. Likewise, with the results of the X2 variable t-test, it is known that the significant value between the work discipline variable (X2) and employee productivity (Y) is 0.001 <0.05, meaning that (Ha) is accepted and (H0) is rejected. It can be concluded that the work discipline variable partially influences employee productivity.

4.6.2 F test (simultaneously)

An F test was conducted to determine whether the independent variable had a simultaneous influence on the dependent variable test criteria:

a. If F count < F table or sig> 0.05, it is concluded that there is no influence of the independent variables on the dependent variable.
b. If F count> F table or sig <0.05, it is concluded that simultaneously there is an influence between the independent variables on the dependent variable

Table 7. F Test Result

ANOVA[a]						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	193.390	2	96.695	28.304	<,001[b]
	Residual	225.479	66	3.416		
	Total	418.870	68			

Source: Research results, data processed, 2024

Based on Table 4.22, the results of the F test for the two independent variables of occupational health safety (X1) and work discipline (X2) obtained a value of 0.001, which means a significance of 0.001 <0.05. It is concluded that Ha is accepted, and H0 is rejected. Based on the following results, it can be seen that simultaneously the independent variables of occupational health safety (X1) and work discipline (X2) have a significant influence on the dependent variable of employee productivity (Y).

4.7 Discussion of Solvency Ratio

4.7.1 Occupational Health and Safety to Employee Productivity

The validity test shows that all items in this study have a significant value, namely α <0.05, for a sample of 69 respondents. With this, all the questions (indicators) of the item were declared valid. The results of hypothesis testing (t-test) showed a significant relationship between occupational health safety variables and work discipline (0.002 < 0.05). This means that partial occupational health safety has a significant effect on employee productivity at the Energy and Mineral Resources Office of the South Sumatra Province.

The results of this study indicate that occupational health safety (X1) has a significant effect on employee productivity (Y) at the Energy and Mineral Resources Office of the South Sumatra Province. This means that the higher the level of K3 of employees, the more positive is the impact on employee productivity in the office. The theory of the results of this study is the same as that of Harun (2022), and there is a significant influence between occupational health safety variables on employee productivity.

4.7.2 Work Discipline to Employee productivity

The validity test shows that all items in this study have a significant value, namely α <0.05, for a sample of 69 respondents. With this, all the questions (indicators) of the item were declared valid. The results of the hypothesis testing (t-test) show a significant value between the work discipline variables on employee productivity of 0.001 <0.05. This means that work discipline had a significant effect on employee productivity at the Energy and Mineral Resources Office.

The results of this study indicate that work discipline (X2) has a positive and significant effect on employee productivity; therefore, it can be concluded that the higher the level of work discipline, the more employee productivity (Y) will increase. The results of this study are the same as those of Wahyuni (2023), which suggests that the work discipline variable has a significant effect; therefore, Ho is accepted and H_a is rejected. This shows that the work discipline variable does not have a significant effect on labor productivity; in other words, the work area variable does not have a major effect on labor productivity.

4.7.3 Work Safety and Discipline to Work Discipline

With the results of testing the F test hypothesis, the results are 28,304, while for a significant α = 0.05, df = 2, and the significance value is 0.001, it can be concluded that this regression model cannot be used because the significance value is greater than 0.05 (0.001 <0.05). This means that H0 is accepted and

Ha is rejected, and it can be concluded that there is a significant influence of occupational health safety variables and work discipline on employee productivity at the Energy and Mineral Resources Office of South Sumatra Province.

The influences of occupational health safety and work discipline differ. However, they are interrelated, but in this study, there are significant results; therefore, when an agency has a good level of occupational health safety and work discipline, it will affect employee productivity in work will increase. (Rusydiyah, Indarwati, Jazil, Susilawati, & Gusniwati, 2021)states that the overall application of work discipline and occupational health safety, together or simultaneously, affects employee productivity.

5. Conclusion

5.1 Conclusion

Based on the results of the research and discussion described in the previous section, the following conclusions can be drawn:

1. From the results of the t-test (partial), it can be explained that the significant value of the occupational health safety variable is less than 0.05 (0.002 <0.05), and Ho is rejected Ha is accepted. Thus, it can be concluded that occupational health safety has a partially significant effect on employee productivity at the Energy and Mineral Resources Office of South Sumatra Province.
2. From the results of the t test (partial) it can be explained that the significant value on the work discipline variable is less than 0.05 (0.001 <0.05), then Ho is rejected Ha is accepted. Thus, it can be concluded that work discipline has a significant effect on employee productivity at the Energy and Mineral Resources Office of the South Sumatra Province.
3. Based on the results of the F test (silmutan), a significant value of 0.001 <0.05, it can be concluded that together (silmutan), there is a significant influence of the dependent variable, namely occupational health safety and work discipline, on employee productivity at the Office of Energy and Mineral Resources of South Sumatra Province.

5.2 Suggestions

Based on the conclusions described above, the suggestions that researchers can convey are as follows.

1. All components in the Energy and Mineral Resources Office of South Sumatra Province continue to pay attention to occupational health safety factors and carry out more supervision so that employees actually implement K3 procedures established by the service agency.
2. The Energy and Mineral Resources Office of South Sumatra Province should further improve the enforcement of discipline for all employees, both superiors and subordinates. Good work discipline in the organization can increase employee productivity at the Energy and Mineral Resources Office of the South Sumatra Province.
3. Improving the atmosphere of a good work environment is important in helping to increase employee productivity, especially in terms of the availability of facilities in the workplace.

5.3 Limitations

The problems discussed in this study are too broad if studied in depth, and the author realizes that time and ability are limited, so the problem must be limited clearly and purposefully. Thus, the problem is not getting wider, nor is the analysis of labor productivity using health safety variables and work discipline.

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