The effect of occupational safety and health on employee effectiveness at Hotel Batiqa Palembang

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ABSTRACT

This study examines the influence of occupational safety and health on employee effectiveness at Hotel Batiqa Palembang, Indonesia. An associative quantitative research design was employed, with data collected through questionnaires. The study population comprised all employees of the hotel, while purposive sampling was used to select respondents based on the occupational risks associated with their respective work units. The data were analyzed using multiple regression, correlation and determination coefficients, and partial and simultaneous significance tests. The findings reveal that occupational safety does not have a statistically significant effect on employee effectiveness, whereas occupational health has a statistically significant effect. However, the simultaneous test indicates that occupational safety and health jointly have a statistically significant effect on employee effectiveness. These findings suggest that occupational health is an important factor associated with employee effectiveness in the hotel context, while the contribution of occupational safety may require further investigation. The study provides empirical insights for hotel management into the relationship between workplace safety, employee health, and employee effectiveness.

Keywords: *Safety; Occupational Health; Employee Effectiveness*

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INTRODUCTION

Employees are important assets that must be protected by the company. In the process of achieving company goals, it is greatly influenced by human resources that produce quality goods or services, to compete in the business world, companies must always be able to develop their factors that can affect the achievement of their organizational goals (Wayne, 2018). Employees play an important role in improving organizational performance, so employees become the company's operational axis. Employees are the main part of a company, because from their contribution, all company activities will not take place if employees have problems (Ravianto, 2014). According to Widodo (2022), in a company, employees are one of the most important elements to achieve company goals.

Occupational safety and health are variables that greatly provide peace of mind at work. Because there are workers who are at high risk, occupational safety and health regulations are needed so that employees can carry out their duties with peace of mind (Russiadi et al., 2016). Therefore, every organization must pay attention to both aspects. Occupational health services, situations and conditions in which the organization does not cause physical and psychological disturbances to its employees. Safety and health is a field related to the safety, health, and well-being of people working in an institution or project site (Paselle, 2017).

The purpose of occupational safety and health is to maintain safety and health in the work environment. According to Suma'mur (2016) in occupational safety and health also protects colleagues, employees' families, consumers and other people who may also be affected by work environment conditions. According to Suma'mur (2016), occupational safety and health (K3) is a series of efforts to create a safe and peaceful working atmosphere for employees working in the company concerned.

Occupational safety and health are quite important from the perspective of employee efficiency. All organizations are obliged to guarantee the safety of employees and others involved. Everyone needs a safe and healthy workplace to do their jobs effectively and efficiently (Buntarto, 2015). On the other hand, if the workplace is unorganized and there are many dangers, accidents and illnesses will inevitably lead to a decrease in efficiency and workers' income.

Although entrepreneurs around the world have carefully planned their business strategies, there are still many who overlook this important topic because the costs to be incurred are considered high. According to the ILO (International Labour Organization), 2.78 million workers die every year due to work accidents or work-related diseases. Every year, more than 374 million people are injured, injured or sick as a result of a traffic accident. The impact of the loss of working days on the world economy almost reaches 4% of the world's gross domestic product (ILO, 2018).

In the era of globalization and increasingly fierce competition, the hotel industry is required to always provide excellent service to its guests. One of the key factors that affects the quality of this service is the effectiveness of employees. The effectiveness of employees is determined not only by the skills and knowledge they have, but also by the conditions of a safe and healthy work environment (Wayne, 2018). Occupational safety and health are very important aspects in creating a conducive work environment, especially in the hospitality industry which involves various physical and psychological risks (Pujiyono & Sinaulan, 2019).

Hotel Batiqa Palembang as one of the star hotels in the city of Palembang, has a commitment to maintaining the safety and health of its employees. By providing adequate occupational safety and health facilities, the hotel strives to ensure that its employees can work optimally without any health problems or work accidents that can hinder their

productivity. However, how much the implementation of occupational safety and health affects the work effectiveness of employees at Hotel Batiqa Palembang Palembang Palembang is still a question that needs to be answered through in-depth research.

Research was conducted by Karambat (2018) and Pujiyono & Sinaulan (2019) with the results that occupational safety and health have a positive effect on employee effectiveness. Based on this background, this study aims to analyze the partial and simultaneous effects of occupational safety and occupational health on employee effectiveness at Hotel Batiqa Palembang. The findings are expected to provide theoretical contributions to the discussion of occupational safety, occupational health, and employee effectiveness. Practically, the results may assist hotel management in evaluating workplace safety and health practices and identifying areas that require improvement.

LITERATURE REVIEW, RESEARCH FRAMEWORK, AND HYPOTHESIS

Salvation

According to Kasmir (2016), occupational safety is a comprehensive protection activity for a worker. Furthermore, Mangkunegara (2015) said that occupational safety is an idea and effort to ensure physical and spiritual integrity as well as the perfection of work and human beings in general, the results of work and culture for the sake of a just and prosperous society. Buntarto (2015) also argues that occupational safety is an effort to prevent the possibility of accidents and diseases due to work in the workplace.

There are six factors that affect occupational safety according to Mondy (2018). Failure to provide adequate instruction on the use of personal protective equipment, Use of improper tools or equipment, If your job requires it, don't wear personal protective equipment such as goggles, head protection, and gloves, Laughing, ignoring or interacting or interacting with other devices, Accelerate the execution of tasks and bring hazardous substances to the workplace, Interfering with someone else's work or letting someone else take over their work, even if the person doesn't know what the job is.

Occupational Health

According to Bastari (2018) occupational health is a condition where there are no physical, mental, emotional or pain disorders caused by the work environment. Furthermore, Suparyadi (2015) also stated that occupational health is a physical, mental, and social state, not just the absence of illness or weakness during work. Jhon in Shiantusia (2016) also argues that occupational health is a healthy and safe work environment for both work and society as well as the factory or workplace environment.

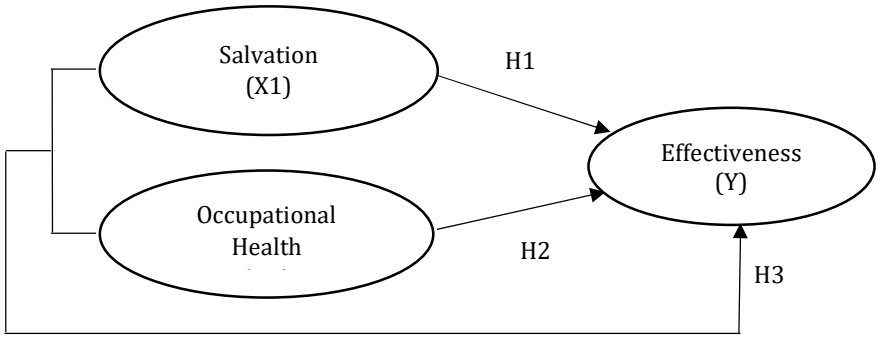
Effectiveness

According to Ravianto (2014), effectiveness is how well the work is done, the extent to which people produce the expected results. Furthermore, Siagan (2014) also said that effectiveness is the level of utilization of resources, facilities and infrastructure that are consciously designed to produce many goods for the services to be performed. Sutrisno in (Rahayu et al., 2021) effectiveness is how well a job is completed and how many results are produced as expected.

There are three levels of effectiveness according to Lawless in Paselle (2017), namely: Individual effectiveness, Group effectiveness, Organizational effectiveness consists of individual and group effectiveness.

Research Framework

The framework according to Sugiyono (2019) is a conceptual model of a theory related to various factors that are identified as important themes. The following is presented as the framework or flow of thought in this study as follows:



Source : Contructed by researcher, 2024

Figure 1
Research Framework

The research framework figure 1 is that effectiveness as a variable will be measured by looking at the influence of safety (X1), and occupational health (X2), on effectiveness (Y). The occupational safety and health variables are independent variables, while effectiveness is a dependent variable. The above framework will be seen the influence of safety on effectiveness and the influence of work safety on effectiveness.

Hypothesis

According to Sugiyono (2019), a hypothesis is a conjecture/provisional answer to the formulation of the problem in the research. This is said to be tentative because the answers given are based on relevant theories and not data collection. Regarding motivation and work environment, the researcher concluded the provisional assumptions of this study as follows:

H1 = Safety has a significant effect on employee effectiveness at Hotel Batiqa Palembang.

H2 = Occupational health has a significant effect on employee effectiveness at Hotel Batiqa Palembang.

H3 = Occupational safety and health have a significant effect together on employee effectiveness at Hotel Batiqa Palembang.

METHOD

The method used in this study is an associative quantitative research method that knows the influence of variables. According to Russiadi et.al (2016), associative quantitative research is research that aims to find out the relationship between two or more variables. This study is an association study that combines independent variables with dependent variables.

In this study, the researcher used the purposive sampling, Because based on certain characteristics that are considered to be related to the characteristics or characteristics of the population to be studied. According to Sugiyono (2016), purposive

sampling is a sampling technique with careful consideration. The sampling criteria are based on the work risks faced by employees in each work unit.

Population and Sample

The population consisted of all 60 employees of Hotel Batiqa Palembang. This study applied a saturated sampling technique, in which every member of the identified population was included as a respondent. Therefore, the sample consisted of 60 employees. Saturated sampling was appropriate because the study included the entire population identified for the research rather than selecting only a portion of that population.

Primary data were collected using a structured questionnaire distributed to the respondents. The questionnaire consisted of 20 statement items: six items measuring occupational safety, six items measuring occupational health, and eight items measuring employee effectiveness. Responses were measured using a five-point Likert scale, with scores ranging from 1 to 5, according to the response categories used in the questionnaire.

The independent variables were occupational safety (X1) and occupational health (X2), while employee effectiveness (Y) was the dependent variable. The questionnaire items were used to measure respondents' perceptions of the three variables.

Data Analysis

The data were processed using IBM SPSS Statistics version 22. The analysis included instrument validity and reliability tests, multiple linear regression analysis, the coefficient of determination, partial t-tests, and a simultaneous F-test. These analyses were used to assess the quality of the questionnaire and examine the partial and simultaneous effects of the independent variables on employee effectiveness. Statistical significance was evaluated using a 0.05 significance level.

RESULTS AND DISCUSSION

The object of this study is at the Batiqa Hotel Palembang with a total of 60 employees taken as a sample/research respondent. This data processing was obtained from the results of the questionnaire distribution, on the safety variable as many as 6 items of statements, the occupational health variable as many as 6 items of statements, and the employee effectiveness variable as many as 8 items of statements. In this study, researchers used a likert scale in intervals of 1-5 to measure the questions or statements listed in the questionnaire. The statistical data processing of this study uses the SPSS for windows version 22 program as a testing tool.

Validity Test

Validity tests according to Sugiyono (2019) are useful for measuring the validity or invalidity of a questionnaire. A scale is said to be valid if it measures what is to be measured. In this study, the validity test was measured using the Correlation item-total that Corrected. By From the results of the validity test carried out, a significance value of less than 0.05. It can be concluded that all question items or statements on the employee safety, health, and effectiveness variables are declared valid because they meet the criteria that have been determined.

Reliability Test

Priyatno (2018) stated that the decision method to test reliability uses a cutoff of 0.6. A variable is said to be reliable if it has a Cronbach Alpha value of > 0.6, while a variable is said to be unreliable if it has a Cronbach Alpha value of < 0.6. According to Sekaran &

Bougie (2017) reliability is considered poor if it is below 0.6, acceptable if it is above or equal to 0.7 and is considered good if it is above 0.8. Reliability testing was used to assess the internal consistency of the items within each variable.

Table 1
Reliability Test Results

Variable	Cronbach's Alpha	Admission Restrictions Reliability	Information
Security (X1)	0,788	0,6	Reliable
Occupational Health (X_2)	0,795	0,6	Reliable
Effectiveness (Y)	0,777	0,6	Reliable

Source : Research Results, Processed Data, 2024

Based on the table of reliability test results table 1 it can be explained that the reliability coefficient values for safety variables, occupational health variables and employee effectiveness variables are greater than the reliability limit value of 0.6, so all variables are declared reliable.

Multiple Linear Regression Test

According to Sugiyono (2022), multiple linear regression analysis is an analysis used to predict changes in the value of dependent variables if the value of the independent variable is increased or decreased. To find out the impact of independent variables and dependent variables using the analysis. Therefore, multiple regression analysis will be performed if the number of independent variables is at least two. Multiple linear regression was used to examine the relationship between occupational safety, occupational health, and employee effectiveness.

Table 2
Multiple Regression Analysis Test Results

Coefficients[a]

Type		Unstandardized Coefficients		Standardizied Coefficients
		B	Std. Error	Beta
1	(Constant)	7,797	2,995	
	Salvation	0,280	0,157	0,211
	Occupational Health	0,754	0,149	0,601

Variable Dependent: Effectiveness
Source : Research Results, Processed Data, 2024

Based on the results of the calculation of the multiple linear regression value above, the following equation can be formulated:

$$Y = a+b1X1+b2X2$$
$$Y = 7.797 + 0.280X1 + 0.754X2$$

- The value of a of 7.797 is constant or state when the effectiveness variable has not been affected by the safety (X_1) and occupational health variables (X_2). If the independent variable does not exist, then the effectiveness variable does not change.

- b1 The regression coefficient value of X_1 of 0.280 shows that the safety variable has a positive influence on effectiveness, which means that every increase in one unit of safety variable can affect the efficiency by 0.280.
- b2 The regression coefficient value of X_2 of 0.754 shows that the occupational health variable has a positive influence on effectiveness, which means that every increase in one unit of occupational health variable can affect the effectiveness of 0.754.

Determination Coefficient Analysis (R^2)

In this study, an analysis of the determination coefficient was also conducted. According to Sugiyono (2019), the determination coefficient is to determine the relationship or influence between the independent variable (X) and the dependent variable (Y). The coefficient of determination was used to assess how much variation in employee effectiveness could be explained by the independent variables included in the regression model.

Table 3
Results of the Determination Coefficient Analysis Test

Model Summary

Correlation	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,582	0,567	3,966

a. Predictors: (Constant), Occupational Health, Safety
Source : Processed Data, 2024

Based on the table of the results of the determination coefficient analysis test Table 3, it can be known that the determination coefficient value is 0.582 which means 58.2%. The effectiveness value can be explained by 58.2% by the independent variables of occupational safety and health while 41.8% is found in other variables that are not studied.

Partial Test (t-Test)

According to Sujarweni (2019), it shows how far the influence of one independent variable X or individual explanatory variable in explaining the dependent variable Y.
The t-test was conducted to examine the partial effect of each independent variable on employee effectiveness.

Ho: the independent variable has no significant effect on the dependent variable partially.
Ha : the independent variable has a partially significant effect on the dependent variable.

If the probability value < of a significant value of 0.05 then Ho is rejected. If the probability value > of the significant value of 0.05 then Ho is accepted and Ha is rejected. The t-test was conducted to examine the partial effect of each independent variable on employee effectiveness.

Table 4
Partial Test Results (t-Test)

Coefficients[a]

Type		t	Sig.
1	(Constant)	2,603	,012
	Salvation	1,786	,079
	Occupational Health	5,079	,000

a. Dependent Vriable: Effectiveness
Source : Processed Data, 2024

As shown in Table 4, occupational safety had a significance value of 0.079, which exceeded the 0.05 threshold. Therefore, the partial effect of occupational safety on employee effectiveness was not statistically significant. In contrast, occupational health had a significance value below 0.001, which was lower than the 0.05 threshold. Thus, occupational health had a statistically significant partial effect on employee effectiveness.

Simultaneous Test (F-Test)

According to Sujarweni (2019), the F test explains that the significance of the regression model is simultaneously tested by looking at the significant value (sig) where if the significant value is below 0.05, it can be said that an independent variable X has an effect on the Y variable.

The F-test was used to determine whether occupational safety and occupational health jointly contributed to the regression model for employee effectiveness.

Ha : the independent variable has a significant effect simultaneously on the dependent variable. If the probability value < from a significant value of 0.05, then Ho is rejected and Ha is accepted.

Ho: the independent variable does not have a significant effect simultaneously on the dependent variable.

Ho is accepted if the probability value > from a significant value of 0.05. The following explanation will be described and shown in the following table:

Table 5
Simultaneous Test Results (F-Test)

ANOVA[a]

Type		Sig.
1	Regression	.000b
	Residual	
	Total	

a. Dependent Variable: Effectiveness
b. Predictors: (Contant), Occupational Health, Safety
Source : Processed Data, 2024

Based on the test table of the F test (simultaneous test) table 5 that the significant value of 0.000 is less than 0.05 (0.000 > 0.05), it can be concluded that simultaneously or simultaneously there is a significant influence between the occupational safety and health variables (independent) on the effectiveness variable (dependent).

The Effect of Safety on Effectiveness

Based on the results of the t test (partial test) the significant value on the safety variable (X_1) more than 0.05 (0.079 < 0.05) then Ho is accepted and Ha is rejected. Therefore, it can be concluded that safety partially does not have a significant effect on employee effectiveness. So with the results of this study, it can be seen that in line with the research conducted by Pangkey (2023) whose partial test results stated that safety variables do not have a significant effect on work effectiveness.

The Effect of Occupational Health on Effectiveness

From the results of the t test (partial test), the significance value of the occupational health variable (X_2) less than 0.05 (0.000 < 0.05) then Ho is rejected and Ha is accepted. Therefore, it can be concluded that the occupational health variable (X_2) partially has a significant effect on effectiveness. Therefore, from the results of previous research also conducted by Pendekali (2017) whose partial test results stated that occupational health variables have a significant effect on work effectiveness. Furthermore, Karambut (2018) stated that the results of the partial test stated that occupational health variables had a significant effect on work effectiveness.

The Effect of Occupational Safety and Health on Effectiveness

Based on the results of the correlation coefficient test of safety variables (X_1) to the effectiveness variable (Y) gets an interpretation value of 0.627, so it can be said to be strong because it is in the range of values of 0.60 – 0.799. Furthermore, the results of the correlation coefficient test of occupational health variables (X_2) to the effectiveness variable (Y) gets an interpretation value of 0.747, so it can be said to be strong because it is in the range of 0.60 – 0.799 values. Then the results of the determination correlation coefficient test got a value of 0.582 which means 58.2%. The effectiveness value can be explained by 58.2% by the independent variables of occupational safety and health while 41.8% is found in other variables that are not studied.

From the F test (simultaneous test), the significance value of 0.000 is less than 0.05 (0.000 < 0.05), it can be concluded that simultaneously (together) there is a significant influence between the independent variable on the bound variable, namely occupational safety and health on effectiveness.

Therefore, based on the results of this study, the results obtained are the same as previous research researched by Karambut (2018) which states that occupational safety and health have a simultaneous effect on effectiveness. Furthermore, Pendekali (2017) whose simultaneous test results stated that occupational safety and health variables had a significant effect on work effectiveness.

CONCLUSIONS AND SUGGESTIONS

This study examined the effects of occupational safety and occupational health on employee effectiveness at Hotel Batiqa Palembang. The findings indicate that occupational safety did not have a statistically significant partial effect on employee effectiveness. In contrast, occupational health had a statistically significant partial effect. The simultaneous analysis also showed that occupational safety and occupational health jointly had a statistically significant relationship with employee effectiveness.

These findings suggest that employee health is an important consideration in supporting employee effectiveness within the hotel environment. At the same time, the absence of a statistically significant partial effect of occupational safety should not be interpreted as evidence that safety programs are unnecessary. Both occupational safety

and occupational health remain relevant components of workplace management and should be evaluated in accordance with employees' needs and operational risks.

Suggestions that can be given to the management of Hotel Batiqa Palembang are: Hotel management is encouraged to continue evaluating and improving occupational safety practices through regular workplace hazard assessments, employee safety training, appropriate use of personal protective equipment, and consistent supervision of safety procedures. Although occupational safety did not have a statistically significant partial effect in this study, maintaining safe working conditions remains important for preventing workplace accidents and protecting employees.

Management should also maintain and improve occupational health programs. Possible measures include periodic health monitoring, appropriate workplace hygiene, health education, and initiatives that support employees' physical and psychological well-being. Such programs should be adapted to the working conditions and operational requirements of the hotel.

Future researchers are encouraged to examine additional factors that may be associated with employee effectiveness, such as work motivation, leadership, job satisfaction, organizational culture, workload, and the work environment. These variables may help explain aspects of employee effectiveness not captured by occupational safety and occupational health in the present study. Research involving a larger sample or different hospitality organizations may also provide a broader understanding of these relationships.

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