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JOURNAL OF ECONOMY, ACCOUNTING AND MANAGEMENT SCIENCE

**ISSN : 2685-9696 (Online) - 2686-0678 (Print)**
**Faculty of Economics, Merdeka University Surabaya**
**Link Jurnal:**
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**Alamat: JL. Ketintang Madya VII/2 Surabaya**

# The Influence of Occupational Health And Safety (K3) And Work Motivation On Employee Performance (Study on Kalimas Port at PT. Pelindo III Surabaya)

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**Article History: Received: June 18, 2022; Accepted: Agustus 10, 2022**

**ABSTRACT**

This study aims to determine the effect of occupational health and safety (K3) and work motivation on employee performance. The research approach used is a qualitative approach using clausal research which has the main objective of proving the causal relationship or the relationship of influencing and being influenced by the variables studied. This research was conducted on the basis of a lack of motivation for occupational health and safety which can affect employee performance in a company due to bad habits carried out by seniors, it makes a culture in the company. From the results of the analysis conducted by researchers, it can be concluded that there is an influence of work motivation on employee performance at PT Pelindo III Surabaya.

**Keywords:** Occupational Health And Safety, Motivation, And Employee Performance.

## INTRODUCTION

Humans in an organisation are seen as a resource. That is, the resource or driver of an organisation. The driver of other resources, whether it is natural resources or technology. This is a reaffirmation of the philosophy of the *man behind the gun*, the wheels of the organisation are very dependent on the behaviour of the people who work in it. Companies and employees are two elements that need each other and cannot be separated from one another. Employees generally have potential that can make a good contribution to the company, therefore human resources (HR) is one of the important production factors in a company in achieving its goals (Akbar & Kustini, 2021).

(Lastianti, Muryani, and Ali 2018) argue that every organisation or company continues to strive to improve the performance of its human resources. The more qualified and high-performing human resources are, the higher the company's performance and the company's goals can be achieved properly. Not only that, human resources are increasingly required to show an increase in their abilities. In improving the company, of course, it really needs the performance of employees who are very competent and have such good human resources in order to realise the vision and mission in the company that has been determined (Saputra & Mahaputra, 2022).

To achieve the goals of the company, human resources are needed who have high work motivation at work as well as supervision and health and safety of employees at work which can

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affect employee performance (Sitohang et al., 2021).

Every company has its own way of keeping its employees who have high performance. Likewise, what is done by one of the companies that has been established for a long time and has developed over time, namely Kalimas Port. In Kalimas Port at PT Pelindo III Surabaya, there are behaviours and habits of employees and organisations in underestimating occupational health and safety, this behaviour is obtained from seniors so that it becomes an example for new or junior employees, which can harm employees and companies when a disaster occurs because employees neglect to use body protection at work. Researchers were moved to conduct research at Kalimas Port at PT Pelindo III Surabaya (Djibran, 2020).

Employee performance is one of the most important factors and has the biggest role in the progress of a company. Every company realises that the performance of professional, trusted, competent and diligent employees is the key to the company in achieving company goals. To improve the company, of course, it really needs the quality of employee performance, what if the performance is good then the company will continue to develop well (Handoko et al., 2020).

Inadequate performance is a problem that is often faced by a company in its efforts to increase profits to be achieved. Performance problems are closely related to the achievement of company goals, because performance is one of the main factors for companies in achieving predetermined goals. The company's inability to improve employee performance is an obstacle faced by every company (Watoni, 2019).

As for a company, there is a problem, including problems with employee performance which is a benchmark for the progress of the company.

One of the efforts in improving the company is employee performance. performance can be divided into two types, namely employee (individual) performance and organisational performance. Employee performance is the result of individual work in an organisation. Meanwhile, organisational performance is the totality of the work achieved by an organisation. Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work results standards, goals or criteria that have been determined in advance and have been agreed upon (Siregar et al., 2020).

Performance can also be interpreted as the work achieved by a person in carrying out the tasks assigned to him based on skills, experience, sincerity, and time. So it can be concluded that performance is the result of the work achieved by a person in carrying out the tasks assigned to him in accordance with the established criteria. By determining the expected goals and taking into account the risks involved and doing so creatively and innovatively .

Employee performance is often interpreted as task achievement, where employees at work must be in accordance with the organisation's work program to show the level of organisational

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performance in achieving the vision, mission, and goals of the organisation. Employee performanceis the desired result of the performer (Wulan 2011).

(Rivirega 2013) Performance according to Ruky quoted by Mangkunegara (2010: 6) is a form of activity or program effort initiated and implemented by the head of an organisation or company to direct and control employee performance, Armstrong says that performance management is a way to provide a more integrated and sustainable approach than that provided by previous approaches that were isolated and sometimes used inadequate performance appraisal schemes. According to (B2041142015 2019) Mathis and Jackson (2014) define employee performance (Work Achievement) is the result in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Based on the description of the problem above, research was conducted on: "The Effect of Occupational Health Safety and Work Motivation on Employee Performance (Study at Kalimas Port at PT. Pelindo III Surabaya)".

**Problem Formulation**

Based on the explanation of the background of the problem above, the problem formulationsproposed in this study include:

1. Do occupational health and safety and work motivation simultaneously affect employeeperformance?
2. Do occupational health and safety and work motivation affect employee performancepartially?

**Research Objectives**

The objectives of this study include:

1. Knowing and analysing the effect of occupational health and safety and work motivation onemployee performance simultaneously.
2. To know and analyse the effect of occupational health and safety and work motivation on employee performance partially.

**Research Benefits**

The benefits that can be taken from this research are as follows:

1. Contributing to the development of knowledge related to the science of human resource management for readers and or those interested in developing and applying this research inthe future.
2. Provide input to management related to decision making as well as reference material for the development of company employees to be more productive at work so that company goals and targets are always quickly and easily achieved.
3. Providing information to practitioners who are involved in the study of science,

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especially regarding the influence of occupational health and safety and work motivation on employee performance, and also to develop insight.

4. As a reference for future researchers, especially related to factors that affect employee performance, it can be taken into consideration in researching more varied and innovative themes that aim

## RESEARCH METHODS

Researchers use a quantitative approach by looking at phenomena and to measure the effect of occupational health and safety and work motivation on employee performance, the type in this study is clausal research. Clausal research is research that has the main objective of proving the causal relationship or the relationship of influencing and being influenced by the variables under study. The variable that affects is called the independent variable, while the variable affected by the independent variable is called the dependent variable (Istijanto 2009) and the data obtained is analysed quantitatively. Research conducted based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection using research instruments, data analysis is quantitative with the aim of testing predetermined hypotheses (Sugiyono 2009).

### Variables

The variables used in this study need to be identified first so that there are no differences in the way of looking at the research variables. This research variable consists of *independent* and *dependent variables,* each of which has a cause-and-effect relationship. The independent variables that will be used in this study are Occupational Safety Health (X1) and Work Motivation ($_{X2}$) while the dependent variable is Employee Performance (Y).

### Population, Sample, and Sampling techniques

The population as well as the sample in this study were all Kalimas Port employees at PT Pelindo III Surabaya, totalling 37 employees.

This research uses primary and secondary data. Primary data is obtained from the results of the questionnaire. While secondary data comes from journals, theses, books, internet websites, research results, and other information deemed relevant to the topic of this research.

### Data Collection Procedure

Collecting data in this study by giving questionnaires to predetermined subjects. Thequestionnaire is a primary data collection technique that is carried out.

### Data analysis techniques

Data analysis in this study used statistical techniques with the SPSS application.

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## RESULTS AND DISCUSSION

### Multicollinearity Test

The multicollinearity test was conducted to test whether the regression model found a correlation between the independent variables. A good regression model should not have a correlation between independent variables. Testing the presence or absence of multicollinearity symptoms is done by paying attention to the correlation matrix value generated during data processing as well as the VIF (*Variance Inflation Factor*) and Tolerance values. If the correlation matrix value is no greater than 0.5, it can be said that the data to be analysed is free from multicollinearity. Then if the VIF value is below 10 and the tolerance value is close to 1, it is concluded that the regression model does not have multicollinearity (Santoso 2000). Multicollinearity test results can be seen in table
below:

**Table 1.** Multicollinearity Test Results

| Collinearity Statistic | | |
|---|---|---|
| **Variables** | **Tolerant** | **VIF** |
| Occupational Safety Health | 0.554 | 1.806 |
| Work Motivation | 0.554 | 1.806 |

***Source: Primary data processed, 2022***

Based on table 4.8 above, it can be seen that the regression model does not experience multicollinearity disorders. This can be seen in the *tolerance* value of each variable greater than 10 per cent (0.1). The VIF calculation results also show that the VIF value of each variable is less than 10. So it can be concluded that there is no multicollinearity between the independent variables in the regression model.

### Heteroscedasticity Test

The heteroscedasticity test is conducted to test whether in a regression model there is an inequality of residual variance from one observation to another observation, it is called Heteroscedasticity (Santoso 2000). One way to detect heteroscedasticity is to look at the scatter plot graph between the predicted value of the dependent variable (ZPRED) and its residual value (SRESID). If the dots form a certain regular pattern such as a big wave widening, then narrowing then heteroscedasticity has occurred. If the dots spread above and below the number 0 on the Y axis without forming a certain pattern, then there is no heteroscedasticity. The results of the

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heteroscedasticity test from the SPSS programme can be seen in Figure1 below:

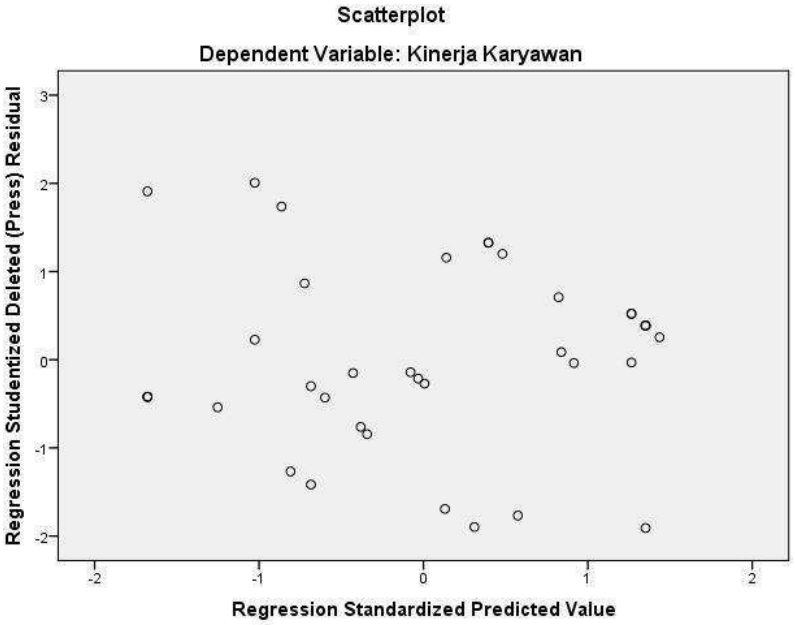


**Figure 1.** Heteroscedasticity Test Results

Source: Primary data processed, 2022

In Figure.1, it can be seen that the points on the *scatterplot* graph do not have a clear distribution pattern and the points spread above and below the number 0 on the Y axis. This indicates that there is no heteroscedasticity disorder in the regression model.

**Normality Test**

The purpose of the normality test is to test whether in a regression model, the dependent variable and the independent variable or both have a normal distribution or not. A good regression model is normal or near normal data distribution. Normality detection is done by looking at the *Normal Probability Plot* graph (Frans, 2015).

To test whether the data distribution is normal or not, it can be done by looking at the normal probability plot graph which compares the cumulative distribution of the actual data with the cumulative distribution of the normal distribution. If the data spreads around the line and follows the direction of the diagonal line, the regression model fulfils the assumption of normality, but if the data spreads far from the diagonal line and or follows the direction of the diagonal line, the regression model does not fulfil the normality assumption. The results of the normality test can be seen in Figure 2 below:

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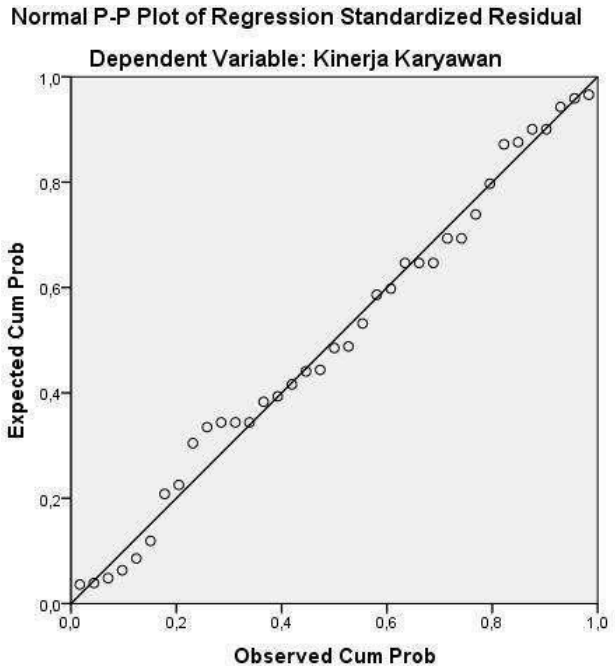


**Figure 2.** Normality Test Results

Source: Primary data processed, 2022

In Figure 2 it can be seen that the normal *probability plot* graph shows a normal graph pattern. This can be seen from the points that spread around the normal graph. This can be seen from the points that spread around the diagonal line and the spread follows the diagonal line. Therefore, it can be concluded that the regression model is feasible to use because it fulfils the assumption of normality.

**Autocorrelation Test**

The autocorrelation test aims to test whether in a linear regression model there is a correlation between confounding errors in period t and confounding errors in period t-1 (previous). Autocorrelation detection is done with the Durbin-Watson statistical test(Ghozali 2013).

**Table 2.** Autocorrelation Test Results

**Model Summary[b]**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|---|---|---|---|---|---|
| 1 | ,841[a] | ,707 | ,690 | ,18694 | 1,905 |

a. Predictors: (Constant), Motivasi Kerja, Kesehatan Keselamatan Kerja

b. Dependent Variable: Kinerja Karyawan

Based on table 2 of the autocorrelation test results, the calculation ofthe *Durbin-Watson* value shows that it has a value of 1.905, it means that in this study there is an autocorrelation problem because *Durbin-Watson* is at du < d < 4-du, namely 1.16 < 1.905 > 1.38.

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**Linearity Test**

The linear test aims to prove whether the model used is linear or not. To detect whether the model should use linear or not, several methods are used, one of which is the linearity test with the *Ramsey* method used in this study.

**Table 3. Linearity Test Results**

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 2,864 | 2 | 1,432 | 40,983 | ,000[b] |
| | Residual | 1,188 | 34 | ,035 | | |
| | Total | 4,052 | 36 | | | |

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Motivasi Kerja, Kesehatan Keselamatan Kerja

***Source: Primary data processed, 2022***

Based on table 3 of the *SPSS output* results, the calculated F value (40.983)> F table (3.275), it is stated that the regression model is linear, where F table = 3.275 is obtained from alpha 5%, m = 1 and (n - k) = 37 - 2 = 35.

**Multiple Linear Regression Analysis**

This study uses multiple linear regression to prove the research hypothesis. This analysis uses input based on data obtained from questionnaires. The results of data processing using the complete SPSS program are in the appendix and are further summarised as follows:

**Table 4.** Multiple Linear Regression Analysis Results

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | ,221 | ,150 | | 1,469 | ,151 | | |
| | Kesehatan Keselamatan Kerja | ,241 | ,106 | ,283 | 2,271 | ,030 | ,554 | 1,806 |
| | Motivasi Kerja | ,614 | ,123 | ,624 | 5,004 | ,000 | ,554 | 1,806 |

a. Dependent Variable: Kinerja Karyawan

Based on the data in table 4 where the results of regression analysis obtained the regression equation as follows:

**Y = 0.221 + 0.241 X1 + 0.614X2**

The results of multiple linear regression analysis which are still in the form of numbers can be explained in language that is easy to understand as follows:

1. Constant = 0.221

   It can be explained that the magnitude of the constant of 0.221 indicates that if there are no variables including occupational health and safety variables (X1) and work motivation ($_{X2}$), then employee performance increases by 0.221 units.

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2. b1 = 0,241

   The value of 0, 241 on the occupational safety health variable (X1) is positive so that it can be said that the higher the occupational safety health t in g ka t provided by the company to employees, the higher the employee performance will be.

3. b2 = 0,614

   The value of 0.614 in the work motivation variable (X2) is positive so that it canbe said that the higher the work motivation provided by the company to employees, the higher the employee performance will be.

**Statistical Hypothesis Testing**

**Test t**

Basically, the T test shows how far the effect of one variable is.

independent variables partially in explaining the variation in the dependent variable. The results of data processing using the full SPSS program are in the appendix and are further summarised as follows:

**Table 5.** Partial Test Results (t Test)

| Model | T | Sig. |
|---|---|---|
| (Constant) | 1,469 | ,151 |
| x1 | 2,271 | ,030 |
| x2 | 5,004 | ,000 |

The coefficient results through hypothesis testing and then compared with the T table, namely n = number of samples 37 with α = 0.05, then obtained T table of 1.69. So from the results of each variable, it can be seen which variables affect employee performance as follows:

H1 : Test the hypothesis of occupational safety health on employee performance from the calculation results obtained T count for X1 of 2.271 is greater than T table 1.69 with a significance of 0.030 smaller than the significance level of 0.05. This means that it can be concluded that Ho is rejected, so this shows that the occupational safety health variable has a positive and significant effect on employee performance.

H2 : Hypothesis testing of work motivation on employee performance from the calculation results obtained T count for X2 of 5.004 is greater than T table 1.69 with a significance of 0.000 smaller than the significance level of 0.05. This means that it can beconcluded that Ho is rejected, so this shows that the work motivation variable has a positive and significant effect on employee performance.

**Simultaneous Test (F Test)**

Used to determine the relationship between the *independent variable* and the *dependent* variable, whether the variables of occupational health safety (X1) and work motivation (X2) really have a simultaneous effect (together) on the dependent variable Y (employee performance).

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The test steps are as follows (Ghozali 2005):

a. Determine Hypothesis Formulation.

H0: β1 = β2 0, meaning that variables X1, X2, X3, X4 and X5 do not have a significant effect simultaneously on variable Y.

H1: β1 = β2 ≠ 0, meaning that variables X1, X2, X3, X4 and X5 have asignificant effect simultaneously on variable Y.

b. Determine the 95% confidence level (α =0.05).

c. Determining significance. The significance value (*P Value*) <0.05 then H0 is rejected and Ha is accepted.

- The significance value (*P Value*) > 0.05 then H0 is accepted and Ha is rejected.

d. Making conclusions

- If (*P Value*) <0.05 then H0 is rejected and Ha is accepted. This means that the independent variables simultaneously (together) affect the dependent variable.
- If (*P Value*) > 0.05 then H0 is accepted and Ha is rejected. This means that the *independent* variables simultaneously (together) do not affect the *dependent* variable.

The results of the F test in this study can be seen in table 4.13 below:

**Table 6.** Simultaneous Significance Test Results (FTest)

**ANOVA**[a]

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 2,864 | 2 | 1,432 | 40,983 | ,000[b] |
| | Residual | 1,188 | 34 | ,035 | | |
| | Total | 4,052 | 36 | | | |

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Motivasi Kerja, Kesehatan Keselamatan Kerja

Source: Processed primary data, 2021

From the results of the F test in this study, the calculated F value was 40.983with a significance number (P value) of 0.000. With a significance level of 95% (α =0,05). The significance number (P value) is 0.000 <0.05. On the basis of this comparison, H0 is rejected or it means that the variables of occupational health andsafety and work motivation have a significant influence together on employee performance variables.

**Coefficient of Determination**

The coefficient of determination ($R^2$) is carried out to see whether there is a perfect relationship or not, which is shown in whether changes in the independent variables (occupational health and safety and work motivation) will be followed by the dependent variable (employee

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performance) in the same proportion. This test is by looking at the R Square ($R^2$) value. The coefficient of determination is between 0 and 1.

Furthermore, a small $R^2$ value means that the ability of the independent variables to explain variations in the dependent variable is very limited. A value close to 1 means that the independent variables provide almost all the information needed to predict the dependent variation (Ghozali 2005).

The value used in this study is the Adjusted R2 value because this value can increase or decrease if one independent variable is added to the tested model. TheAdjusted R2 value can be seen in table 7 below:

**Table 7.** Regression Test Results (Coefficient of Determination)

**Model Summary[b]**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|---|---|---|---|---|---|
| 1 | ,841[a] | ,707 | ,690 | ,18694 | 1,905 |

a. Predictors: (Constant), Motivasi Kerja, Kesehatan Keselamatan Kerja

b. Dependent Variable: Kinerja Karyawan

Source: Processed primary data, 2021

In table 7 it can be seen that the Adjusted R2 value is 0.690. This means that the independent variables (occupational health and safety and work motivation) can explain the dependent variable (employee performance) by 69%, while the rest is explained by other factors not examined.

## DISCUSSION

### The Effect of Occupational Health and Safety on Employee Performance

The results of the research conducted by researchers can be concluded that the perception variable tested partially resulted in a T count of 2.271 greater than the T table of 1.69 and a sig value of 0.030 less than the significance rate of 0.05. Based on the data above, the occupational health and safety variable in this study has a positive and significant effect on the performance variable of Kalimas Port employees at PT Pelindo III Surabaya.

Based on the results of multiple linear regression analysis, the value of b1 = 0.241 is obtained. This means that the work safety health variable affects employee performance by 0.241 or has a positive effect, which means that if the work safety health variable increases, it will affect employee performance by 0.241.

Occupational safety and health (K3) is one way to protect employees from the dangers of work accidents and occupational diseases.during work. Sometimes the implementation of occupational safety and health (K3) is not considered in employee performance so that it will

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interfere with employee work productivity, if occupational safety and health (K3) is applied and implemented, it will grow satisfactory performance results because employees feel that they are paying attention to their safety and health. The health of employees can be disrupted due to occupational diseases, or because work safety is not considered (Mranani & Lastianti, 2019).

Researchers concluded that if occupational health and safety is of high quality or high, employee performance will increase. Occupational Safety and Health effectively, indirectly the workers will feel safe and comfortable in the work environment, so that employees can work more focused without any sense of pressure with the conditions or circumstances around their work environment, so as to affect the performance of Kalimas Port employees at PT Pelindo III Surabaya. Kalimas Port employees are employees who are very concerned about occupational health and safety, so they have very good quality.

Based on the discussion above, H0 (hypothesis 0) in this study is rejected, which means that occupational health and safety has a positive and significant effect on employee performance variables.

**The Effect of Work Motivation on Employee Performance**

The results of research conducted by researchers can be concluded that the work motivation variable partially tested resulted in a T count of 5.004 greater than the T table of 1.69 and a sig value of 0.000 less than the significance rate of 0.05. Based on the data above, the work motivation variable in this study has a positive and significant effect on the performance variable of Kalimas Port employees at PT Pelindo III Surabaya.

Based on the results of multiple linear regression analysis, the value of b2 = 0.614 is obtained. This means that the work motivation variable affects employee performance by 0.614 or has a positive effect, which means that if the work motivation variable increases, it will affect employee performance by 0.614.

According to Malthis (2006:114), motivation is the desire within a person that causes that person to act. Usually people act for a reason to achieve a goal. Understanding motivation is important because performance, reactions to compensation and other human resource issues are influenced and affect motivation.

Researchers concluded that if work motivation is of high quality or high, employee performance will increase. Work motivation is important in improving employee performance. Because people who have high work motivation will try with all their might so that their work can succeed as well as possible (Lastianti et al., 2018). Work motivation questions how to encourage the passion of subordinates, so that they want to work hard by giving all their abilities and skills to realise company goals so that work motivation can affect the performance of Kalimas Port employees at PT Pelindo III Surabaya.

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Based on the discussion above, H0 (hypothesis 0) in this study is rejected, which means that work motivation has a positive and significant effect on employee performance variables.

**The Effect of Occupational Health and Safety and Work Motivation on Employee Performance.**

Based on the results of research conducted by researchers, the variables of occupational health and safety and work motivation have a positive and significant effect simultaneously on the performance of Kalimas Port employees at PT Pelindo III Surabay. This is based on the results of the F test calculation, by comparing F count and F table, it is obtained that F count (40.983) is greater than F table (3.275), and the significance value is 0.000 less than the significance level of 0.05.

The better or higher the occupational safety health and work motivation that a company has and provides, it will be able to improve employee performance.

The results of the analysis of the coefficient of determination ($R^{2)}$ show the *Adjusted R Square* number

0.690 or 69%. This means that 69.

Occupational health and safety variables and work motivation can explain the variance of employee performance variables, the remaining 31% can be explained by other variables outside of the research variables not discussed in this study.

Analysis and data above occupational safety health and work motivation have a positive and significant effect on employee performance.

Based on the analysis and data above, it can be concluded that H1 (Hypothesis 1) in this study, namely occupational safety health and work motivation, has a positive and significant effect simultaneously on the performance of Port employees.

Kalimas at PT Pelindo III Surabaya is accepted. By improving occupational safety healthand work motivation, it will have a positive effect on employee performance.

## CONCLUSION

Testing together, shows that the variables of occupational safety health and work motivation have a joint or simultaneous effect on the performance of Kalimas Port employees at PT Pelindo III Surabaya. So that H1 (Hypothesis 1) which states that occupational safety health and work motivation have a joint or simultaneous effect on the performance of Kalimas Port employees at PT Pelindo III Surabaya, is accepted, Occupational safety health has a positive and significant influence on employee performance. So that H2 (Hypothesis 2) which states that occupational safety health has a positive and significant effect partially on the performance of Kalimas Port employees at PT Pelindo III Surabaya, is accepted and Work motivation has a

ISSN : 2685-9696 (Online) - 2686-0678 (Print)
Faculty of Economics, Merdeka University Surabaya
Link Jurnal:
http://wastu.unmerbaya.ac.id/index.php/wastu/index
Alamat: JL. Ketintang Madya VII/2 Surabaya

positive and significant effect on employee performance. So that H2 (Hypothesis 2) which states that work motivation has a positive and significant effect partially on the performance of Kalimas Port employees at PT Pelindo III Surabaya, is accepted.

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