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Revista de Antropología, Ciencias de la Comunicación y de la Información, Filosofía,
Lingüística y Semiótica, Problemas del Desarrollo, la Ciencia y la Tecnología

Año 34, 2018, Especial N°

14

Revista de Ciencias Humanas y Sociales
ISSN 1012-1587/ ISSNe: 2477-9385
Depósito Legal pp 198402ZU45



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Effect of motivation of employee, safety and health on employee performance

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Abstract

This study aims to examine (1) the effect of work motivation on performance (2) the effect of occupational safety on performance (3) the effect of occupational health on performance (4) to test which of the work motivation, occupational safety and occupational health. The sample in this research is 115 employees, while the analysis conducted by using Multiple Linear Regression. The results of the test are (a) Environmental conditions significantly affect job performance (b) Motivation has a significant effect on performance (c) The motivation holds a mediating effect between the relationship between working conditions and work performance.

Keywords: Performance, Motivation, Occupational, Safety, Health.

Efecto de la motivación de los empleados, la seguridad y la salud en el desempeño

Resumen

El objetivo de este estudio es examinar (1) el efecto de la motivación laboral en el rendimiento (2) el efecto de la seguridad laboral en el rendimiento (3) el efecto de la salud laboral en el rendimiento (4) para comprobar cuál es la motivación laboral, la seguridad laboral y la salud laboral. La muestra en esta investigación es de 115 empleados, mientras que el análisis se realizó mediante regresión lineal múltiple. Los resultados de la prueba son (a) Las condiciones ambientales afectan significativamente el rendimiento laboral (b) La motivación tiene un efecto significativo en el rendimiento (c) La motivación tiene un efecto mediador entre la relación entre las condiciones de trabajo y el rendimiento laboral.

Palabras clave: Rendimiento, Motivación, Ocupacional, Seguridad, Salud.

1. INTRODUCTION

One of the most recognized job constructions adds to the relationship between employee motivation and performance. Motivation directs certain behaviors to achieve a particular goal (Sansone & Harackiewicz, 2000). Previous research has shown that motivating employees tend to be more productive than unmotivated employees (Chaudhary & Sharma, 2012; Afful-broni, 2012). Aisha and colleagues (2013) found that incentive variables, motivation and working conditions significantly affect employee performance at universities in Indonesia. Previous studies have also examined the

effects of moderation and mediation on the role of motivation for workplace characteristics and outcome relationships.

Therefore, scientists have suggested that more research on mediation variables in workplace conditions and results studies is needed (Carr, Schmidt, Ford, & Deshon, 2003). For example, Kuvaas (2006) found that intrinsic motivation both moderated and mediated the relationship between performance appraisal satisfaction and work performance. Also, Geister and Hertel (2006) found that early motivation moderated the relationship of improving online feedback performance. Guo and colleagues' study (2014) examined the role of intrinsic motivation mediation on the relationship between developmental feedback and employee performance. Barrick, Stewart and Piotrowski (2002) tested a model that tested the effect of motivational mediation on the relationship between personality traits and performance in sales work. Parker and colleagues (2003) examined the role of motivational mediation in a combination of several studies.

Given the above empirical evidence being proposed, I propose that motivation can act as a moderator in the workplace and work relations. Therefore, the model in the current study is one of the mediators where it is proposed that motivation acts as a mediator: "the mediator explains how external events take on internal psychological significance" (Baron and Kenny, 1986: 11). The effect of motivation mediation on the relationship between work environment factor and work performance has not been studied in previous research.

Employee performance is a very significant factor that can affect the profitability of an organization (Bevan, 2012). Inefficient job performance will bring tragedy to the organization as it is associated with lower productivity, profitability, and lower organizational effectiveness (Cooke, 2000; Okoyo & Ezejiolor, 2013). As shown by Viswesvaran and Ones (2000), Job Performance is the core construction of the current workplace. Job performance is defined as the behavior or activities undertaken to achieve organizational goals and objectives (Motowidlo & Schmit, 1999). Performance is important to the organization because employee performance leads to success and business performance is important for the individual as completing the task can be a source of satisfaction (Muchhal, 2014). The existing research has determined the relationship between working conditions and work performance (Fine & Kobrick, 1978; Mohapatra & Srivastava, 2003; Naharuddin & Sadegi, 2013; Brill, Margulis, & Konar, 1985; Chandrasekar, 2011; Dolden & Ward, 1986; Davis, 1984; Vischer, 2008). Having the right environmental factors, both physical and psychosocial will lead to improved performance (Buhter, 1997, Chandrasekar, 2011). Khan et al. (2011) examined in their study the impact of the workplace environment and infrastructure on employee performance among a sample of 150 respondents from the education sector in Pakistan and concluded that incentives in the workplace had a positive impact on the performance of temporary employees.

Infrastructure at work has no significant impact on employees. A large number of work environment studies have been conducted in

the office environment. For example, a study suggests that management should make additional investments in desks and ergonomic chairs to improve worker productivity (Miles, 2000). In addition, several studies have examined the impact of workplace factors such as height and thickness of workstation partitions, furniture measurements and the number and availability of files and work storages on individual and team performance (Vischer, 2008). Kahya (2007) concludes that there is an impact of job characteristics and working conditions on work performance in the manufacturing environment.

Studies in the context of the hospitality sector show that working conditions in the hospitality sector are poor (Wright & Pollert, 2006). However, no research has been conducted to test the environmental conditions on performance in PT context of hotel workers in the UK, as far as the researcher's knowledge so far. With regard to the hotel sector occupation, environmental conditions range from ordinary to extreme conditions, such as the factors of heat, humidity, noise, smell, light, and dust. Identifying the impact of the work environment on the performance of hotel employees will contribute to understanding the ways in which managers can improve worker performance. Therefore, in an effort to fill this research gap, this study investigates the impact of workplace environmental factors on performance related issues in the context of the hospitality sector in the UK. One of the most recognized job constructions adds to the relationship between motivation and work performance.

The need for safety and health lies between the five pyramids of Maslow's hierarchy of needs. These include health, personal safety, and wellbeing (Maslow, 1943). In terms of employee relations, the work environment provides the appropriate physical and mental conditions for employees. However, the lack of this condition causes problems such as anxiety or depression, which further deviates from employee work (Boorman, 2009). The working environment is described as a physical environment eg. noise, equipment, ventilation and temperature, etc.(Jain and Kaur, 2014). Employees are more likely to live in companies where the expected work atmosphere (Zuber, 2001), and with inadequate work situations such as poor lighting, unsatisfactory furnishings, employees will not appear in longer periods (Shamsuzzoha&Shumon, 2010).

This is why the concept of a safety health environment has emerged as a solution for employee turnover and a key to employee retention. According to Miller and Kaiser (2001), employees benefit from the environment. Moreover, these benefits gain a sense of belonging to employees and help increase their level of motivation. Therefore, the essence of maintaining a competent worker is to provide the appropriate level of work and the work environment(Sutherland, 2004). Furthermore, companies need to focus on ways to improve the mental and physical health of their employees, which in turn will significantly lead to their retention (Lowe et al., 2003). Previous researchers on this topic highlighted that improving safety standards and workplace levels maintained nursing staff (Aiken & West, 1991).

Similarly, research (Luddy, 2005;Makie, 2006;Mariani et al., 2003) suggests that unsafe working conditions, excessive workloads and other work-related occupational grounds are responsible for professional dissatisfaction, and this discontent can also encourage employees to seek better employment opportunities. However, ineffective management and safety / health procedures that cause poor workers to work well can be improved by a considerable contributing factor (Akerstedt,et al., 2002).

1.1. Conceptual framework

The existence of this frame of mind is to formulate the systematic relationship between the concept of research variables in an effort to solve a problem that existed in the explanation of the discussion of the theoretical basis. For that reason framework that writer can present schematic relation between independent variable that is Work Motivation (X1), Work Safety (X2), and Occupational Health (X3) with the dependent variable of employee performance (Y), is as follows:

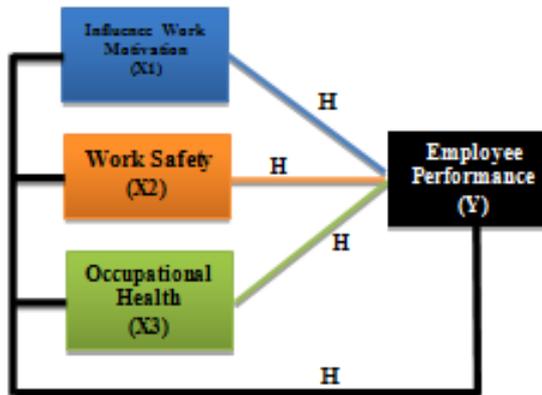


Figure 1, Conceptual Framework

2. RESEARCH METHODS

2.1. Population

The population in this study are employees who work in CV. Dita works eternally as many as 115 people

2.2. Sample

According to Suratno and Lincolin (2000: 105) the sample is the part that becomes the real object of the research object. In this study the sample is taken based on the formula below.

$$n = \frac{N}{1+N(d)^2}$$

$$n = \frac{463}{1+463(0.1)^2}$$

$$n = \frac{463}{1+463(0,01)}$$

$$n = \frac{463}{348}$$

$$n = 115$$

So the sample in this research is 115 people.

2.3. Data Analysis and Discussion

2.3.1. Test Validity and Data Realibility

Table 1, Validity Test Results

NO	Question	SIG, (2.Tailed)	Significant Level	Information
1	X1,1	0,000	0,05	Valid
2	X1,2	0,000	0,05	Valid
3	X1,3	0,001	0,05	Valid
4	X1,4	0,001	0,05	Valid
5	X1,5	0,000	0,05	Valid
6	X2,1	0,000	0,05	Valid
7	X2,2	0,001	0,05	Valid
11	X3,1	0,000	0,05	Valid
12	X3,2	0,000	0,05	Valid
13	X3,3	0,000	0,05	Valid
16	Y1,1	0,000	0,05	Valid
17	Y1,2	0,000	0,05	Valid
18	Y1,3	0,000	0,05	Valid

Source: Testing Validity with SPSS

Based on table 1 it can be seen that all question instruments in the questionnaire have significant value below 0.05, so based on the result of testing all questionnaires on the variables in valid condition so that it can be used as a data collection tool.

2.3.2. Test Reliability Reliability

The results of reliability testing questionnaire using SPSS program (Statistical Package for Social Science) are obtained value.

Table 2, Reliability Test Results

Variables	Alpha Crosback,S	Minimum Limit	Information
X1	0.1070	0.06	reliable
X2	0.970	0.06	reliable
X3	0.870	0.06	reliable
Y	0.834	0.06	

Source: testing data with SPSS

From table 2 data can be seen alpha cronbach value, s for all variables worth greater than the minimum threshold of 0.06 this indicates that the questionnaire used in this study meets the reliability requirements.

2.3.2.1. Multiple Linear Regression Analysis

In the analysis of multiple linear regression data will be known test results that show the value of its hearing between independent variables and dependent variables, the following analysis results.



Table 3, Multiple Linear Regression Analysis Result

Model	R	R. Square	Adjusted R.Square	Std. error of the estimate	Change Statistics				
					R. Square Change	F. Change	df1	df2	Sig. F Change
1	857 ⁴	735	731	2.393	735	188.284	1	58	000

Independent variables: the influence of work motivation, safety, and occupational health (K3)

Dependent variable: employee performance

Source: regression testing with SPSS

a. Correlation coefficient

Based on the analysis conducted by using Multiple Linear Regression with the help of SPSS Version 18.0 statistical program obtained the results in the summary model table that the correlation coefficient of $R = 0.857$ this shows that there is a relationship that is the influence of the equivalent variable (X) on the variable (Y).

b. Coefficient of Determination

In the summary model table that the result of R Square (R²) of 0.735 it shows that the variable (X) (Effect of work motivation, safety, and occupational health) can affect variable (Y) (Employee Performance) of 73.5% 5% of employee performance can be influenced by factors outside of the independent variable.

c. Equations of Regression Lines

In the regression line equation can be seen in table 4 as below.

Table 4. Equations of Regression Lines

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Stn.Error	Data		
Effect of work motivation, occupational safety, and occupational health	7.173	1.838	.857	3.933	.000
	0.521	.038		13.722	.000

Source: coefficient line with SPSS

In the table above data analysis obtained the results of the regression line equation is $Y = 7,173 + 0,521 X_1$ In accordance with the equation of the obtained regression line, it can be explained as follows:

a. Constant coefficient value = 7,173

This means that if the value of the Influence Motivation Work, Safety, and Health Cooperation variables are zero, then Employee Performance is worth 7,173 points.

b. Coefficient price $X = 0.521$

This shows that if all other variables are constant and if the value of the variable Influence Work Motivation, Safety, and Health (X) has increased by 0.521 then Employee Performance will increase by 0.521.

2.3.3. Hypothesis testing

Having known the value of correlation coefficient in multiple linear regression analysis above, then performed hypothesis testing using t-test as follows:

$$T = \frac{r \sqrt{n-2}}{\sqrt{1-r^2}}$$

So that can be obtained results

$$T = \frac{0.857\sqrt{115-2}}{\sqrt{1-0.735}}$$

$$T = \frac{0.857\sqrt{113}}{\sqrt{1-0.735}}$$

$$T = \frac{0.857 \times 10.630}{0.265}$$

$$T = \frac{9.109}{0.265}$$

$$T = 34.373$$

Based on the above calculation obtained t value = 34.373 when compared with the Ttable value for 115 respondents is 2.393. Then this proves $T_{count} > T_{table}$ that is $34,373 > 2,393$. Thus, H_0 is rejected and H_a accepted or there is influence between motivation, health, work safety on the employee performance CV. Dita Karya Abadi Sidoarjo. After analysis done by using program SPSS version 18.0 obtained results as follows.

Table 5. Table Anova

Model	Sum of Squares	Of	Mean Square	F	Sig
1 Regression	1078.117	1	1078.117	188.284	.000
Residual	389.389	68	5.726		
Total	1487.486	69			

a. Predictors: (constant), the influence of work motivation, safety, and occupational health

b. Dependent variable: employee performance

Source: H-Test Hypothesis Testing with SPSS

In table 5 above it can be seen that the value of $f = 188,284$ with significant level $\text{sig} = 0.000$ (asymptotic sig 2-tailed value $> 5\%$ significant level or 0.05) where ($0.000 > 0,05$) then accept the first measurement option reject H_0 and accept H_a , which means that the coefficient of multiple determination (R^2) is significant.

Based on the results of the above analysis, the hypothesis states that there is Influence Work Motivation, Safety, and Occupational Health, Employee Performance CV. Dita's eternal work is acceptable and has been proven true.

3. DISCUSSION OF RESEARCH RESULTS

Significant findings from this study may be highlighted as follows:

(a) Environmental conditions significantly affect job performance. The results are consistent with previous research showing the relationship between work environment and work performance (Fine & Kobrick, 1978; Mohapatra & Srivastava, 2003; Naharuddin & Sadegi, 2013). This implies managers and supervisors should consider improving the work environment while considering physical and psychosocial factors to promote

the performance of their employees. (b) Motivation has a significant effect on performance and its findings are consistent with previous research findings. This shows that employees perform better when they are motivated. This means that management must take the initiative to promote motivation among workers, both intrinsically and extrinsically by providing salary increases and benefits and recognizing employee perspectives and encouraging initiatives;

(c) the motivation holds a mediating effect between the relationship between working conditions and work performance. This suggests that workers who perceive working conditions to be poor or poor are less motivated and consequently do not perform satisfactorily. Research participants have different jobs within the hotel. Data is not collected based on the work title of the participants. It is possible that there are variations in terms of working conditions and work performance in various positions.

Therefore, it is suggested that future studies examine the relationship between work and work performance in various job titles. The study was limited and focused only on the role of environmental conditions, work motivation on the performance of hotel workers in 20 selected hotels in Bristol, England. Further research is suggested to collect more extensive, data such as different employees department of the hotel sector as a whole in the UK to ascertain whether the findings of this study can be generalized. Further research can also be done on

the influence of personality, which has proved effective on performance in many studies.

The results show that job performance is strongly influenced by the work environment and worker motivation. The study also confirms the role of motivational mediation in working conditions and employment relations in relation to hotel workers. The hotel industry needs to consider improving the environment and how it works improve work motivation to improve employee performance. Similar to Kahya's (2007) work, this study provides evidence that it is helpful to consider the impact of motivation on performance when taking into account motivation. With regard to motivation, good working conditions will increase worker motivation. Given the positive impact of work environment characteristics and work motivation on performance, it is recommended that management takes the initiative to motivate employees and improve the work environment. Because employees are motivated, their job performance will increase. These findings suggest that working conditions can predict better job performance when individuals are motivated to work; That is, when they want to achieve the desired results and job goals. However, I hope that motivation will turn out to be a valuable moderate and moderate variable in future job performance research.

This is why the concept of a safety health environment has emerged as a solution for employee turnover and a key to employee retention. According to Miller and Kaiser (2001), employees benefit from the environment. Moreover, these benefits gain a sense of

belonging to employees and help increase their level of motivation. Therefore, the essence of maintaining a competent worker is to provide the appropriate level of work and the work environment (Sutherland, 2004). Furthermore, companies need to focus on ways to improve the mental and physical health of their employees, which in turn will significantly lead to their retention (Lowe et al., 2003). Previous researchers on this topic highlighted that improving safety standards and workplace levels maintained nursing staff (Aiken & West, 1991).

4. CONCLUSIONS AND SUGGESTIONS

4.1. Conclusion

Based on the results of hypothesis analysis and testing, then the conclusions related to the Effect of Work Motivation, Safety, and Occupational Health (K3) On Employee Performance CV. Dita Karya Abadi Sidoarjo can be explained as follows:

Based on data analysis conducted by using Linear Regression that there is relationship that influence between variable (X) to variable (Y). The coefficient of determination shows R square value of 0.735. This shows that the variable X (Influence of Work Motivation, Safety, and Occupational Health) can affect variable Y (Employee Performance) of 72.5% while 26.5% Employee performance can be influenced by factors outside independent.

Testing hypothesis with F-test obtained value of $F = 188,284$ with significant level $\text{sig} = 0,000$ (asymptotic value Sig (2-tailed) < significant level (5% or 0,05) where $(0,000 < 0,05)$ the first is to reject H_0 and accept H_a which means that the coefficient of multiple determination (R) is significant based on the results of the above analysis. Then the hypothesis stating that there is Influence Work Motivation, Safety, and Occupational Health against Employee Performance CV Dita Karya Abadi Sidoarjo is acceptable and has been proven true.

4.2. Suggestion

From the above conclusions, researchers try to give advice to the CV. Dita Karya Abadi Sidoarjo in order to consider the company in conducting the company's operational activities as well as possible. The suggestions that researchers put forward are:

1. Motivate employees work, aims to encourage employees to the behavior of a person as a company's employees in order to improve the performance and objectives expected by the company, so that will create a desire or goals of individuals and within the company.
 2. Work safety, an internal factor of employees associated with a sense of comfort in work. Like various examples of improper equipment such as: grinding machines, drilling machines, cutting machines, and some other outdated, outdated and
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replaceable machines, so employees can work well and comfortably in accordance with company goals and demands. There are other important safety factors to be considered for employees such as: uniforms, gloves, helmets, safety shoes, earplugs, goggles, masks (nose cover). Therefore, the development should be improved until there is a guarantee of other programs of the company such as: old-age insurance, accident insurance, and various other insurance that is basically the right of the employees.

3. Increased performance is also closely related to employee health, the company's policy for various nutrients or supplements so that employees in prime condition should also be the attention of the owners of the company.

4. Conduct periodic safety and health training of all employees working company in CV DitaKaryaAbadiSidoarjo, as well as regular routine check-up of health, so that company employees can be free from diseases caused by disturbances where the room does not meet the company standard, the state of the environment that does not support such as the lack of air space settings are less, which resulting in employees not feel comfortable working in such conditions.

5. To support and improve employee performance should safety and health should be considered really so that employees feel motivated in an effort to achieve targets set by the company.

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Revista de Ciencias Humanas y Sociales

Año 34, Especial N° 14, 2018

Esta revista fue editada en formato digital por el personal de la Oficina de Publicaciones Científicas de la Facultad Experimental de Ciencias, Universidad del Zulia.
Maracaibo - Venezuela

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