

The Influence of Occupational Safety, Occupational Health, and Work Discipline on Employee Performance

*The Influence of
Occupational Safety*

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ABSTRACT

This study aims to analyze the influence of occupational safety, occupational health, and work discipline on employee performance at PT. SLI. The research method used is quantitative with saturated sampling technique, where the entire population of 70 employees is used as a sample. Data collection was carried out through questionnaires, while data analysis used multiple linear regression. The results of the study indicate that occupational safety, occupational health, and work discipline partially have a positive and significant influence on employee performance. Simultaneously, the three variables also contribute positively and significantly to employee performance, with a determination coefficient value of 89.1%. This confirms that the factors of safety, health, and work discipline play a very important role in improving performance in this company engaged in the transportation and processing of B3 waste. This study is expected to provide practical contributions to human resource management at PT. SLI and become a reference for similar research in other industrial sectors.

Keywords: Occupational Safety, Occupational Health, Work Discipline, Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh keselamatan kerja, kesehatan kerja, dan disiplin kerja terhadap kinerja karyawan PT. SLI. Metode penelitian yang digunakan adalah kuantitatif dengan teknik sampling jenuh, di mana seluruh populasi yang berjumlah 70 karyawan dijadikan sampel. Pengumpulan data dilakukan melalui kuesioner, sedangkan analisis data menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa keselamatan kerja, kesehatan kerja, dan disiplin kerja secara parsial memiliki pengaruh positif dan signifikan terhadap kinerja karyawan. Secara simultan, ketiga variabel tersebut juga berkontribusi positif dan signifikan terhadap kinerja karyawan, dengan nilai koefisien determinasi sebesar 89,1%. Hal ini menegaskan bahwa faktor keselamatan, kesehatan, dan disiplin kerja sangat berperan dalam meningkatkan kinerja di perusahaan yang bergerak di bidang pengangkutan dan pengolahan limbah B3 ini. Penelitian ini diharapkan dapat memberikan kontribusi praktis bagi pengelolaan sumber daya manusia di PT. SLI serta menjadi referensi bagi penelitian serupa di sektor industri lainnya.

Kata kunci: Keselamatan Kerja, Kesehatan Kerja, Disiplin Kerja, Kinerja Karyawan

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INTRODUCTION

A company engaged in the transportation and processing of hazardous and toxic waste (B3). In this high-risk industry, occupational safety and health are very important, because employees are often exposed to hazardous materials and involved in work processes that can pose health risks. Occupational safety is fundamental in every company, especially in industries that deal with chemicals and hazardous waste. PT. SLI has a great responsibility to ensure that every employee works in a safe environment and is free from the risk of accidents. However, in reality at PT. SLI, the implementation of occupational safety may not be optimal, for example the lack of safety training or the inconsistency of personal protective equipment (PPE) standards. This can create a gap, where although occupational safety is expected to improve performance, its inconsistent implementation does not have a significant impact on employee performance. This is important, because employees who feel safe in their work environment tend to be more productive and involved in their work. The results of research conducted by Setyawati & Soedarmadi (2021); Desmawati et al. (2023); Lating et al. (2023); Sari et al. (2023); showed that occupational safety has a significant influence on employee performance.

In addition to occupational safety, occupational health also plays an important role in employee performance. Good health allows employees to carry out their duties efficiently and effectively. In the context of PT. Sinerga Lintas Indonesia, where employees work with B3 waste, attention to health is essential to avoid the negative impacts caused by exposure to hazardous materials. However, in practice at PT. SLI, aspects of occupational health may not be fully considered. For example, excessive workload, lack of preventive health programs, or inadequate health facilities create a gap between theoretical expectations and reality in the field (Tahir, 2023; Juliati, 2021). This can reduce the effectiveness of occupational health in supporting employee performance. This study will examine the relationship between occupational health and performance, as well as how companies can optimize health conditions to increase employee productivity. The results of research conducted by Aritonang & Purba (2023); Lating et al. (2023); Sari et al. (2023), show that occupational health has a significant influence on employee performance.

Work discipline is another factor that is no less important in improving employee performance. Work discipline is a basic attitude or willingness of a person to carry out and obey all rules that have been set by the organization (Chassanah, 2023). Discipline includes compliance with established regulations and procedures, which serve to maintain work safety and efficiency. Disciplined employees tend to show better performance because they follow established operational standards. However, in reality at PT. SLI, the implementation of work discipline may be faced with challenges such as weak supervision, unclear work rules, or inconsistencies in the provision of sanctions and rewards. This gap reflects that although work discipline in theory contributes significantly to performance, in practice, this has not been fully achieved due to obstacles in implementation in the workplace (Oppong & Wooton, 2020). This study will analyze how the level of work discipline at PT. Sinerga Lintas Indonesia contributes to employee performance, as well as steps that can be taken to improve discipline in the workplace. The results of research conducted by Abdullah et al., (2023); Chassanah, (2023); Pramularso & Anggraeni (2023); Setiana & Nugraha (2023), show that work discipline has a significant influence on employee performance.

One of the main challenges in managing the workforce in companies operating in the B3 waste sector is ensuring that all employees understand the importance of occupational safety, health, and discipline. This requires a high commitment from management to organize effective training and socialization. This study is expected to provide insight into the importance of good training and communication programs in increasing employee awareness of occupational safety and health, which in turn will have a positive impact on their performance. On the other hand, a good work environment, which includes safety and health factors, is not only beneficial for

employees but also has a positive impact on the company as a whole. Companies that are able to maintain employee occupational safety and health tend to have lower accident rates, which ultimately reduce costs associated with workplace accidents (Brauer, 2022). This study aims to show that investing in occupational safety and health is not only a moral responsibility but also a profitable business strategy. This study has high relevance in the context of PT. SLI, where occupational safety, health, and discipline are key factors in supporting employee performance. By understanding and analyzing the relationship between these three aspects, companies can improve organizational performance sustainably. This study aims to explore how the implementation of good occupational safety policies can improve employee performance.

LITERATURE REVIEW

Occupational safety is a concept that aims to protect workers from hazards that can arise in the workplace, be it physical, chemical, biological, or psychological hazards (Muhammad et al., 2021). This definition refers to the efforts made by the company to ensure that every worker can carry out their duties safely, without risk to their health or safety (Lating et al., 2023). Occupational safety includes the arrangement of the work environment, equipment, and behavior and policies that support the reduction of the risk of accidents on the job (Dewa, 2023; Gultom et al., 2024). Occupational health is a concept that focuses on efforts to protect the physical, mental, and social health of workers in the work environment (Sudarni et al., 2023). Occupational health includes a variety of actions designed to identify, prevent, and control factors that can affect worker health. This is not only related to preventing work-related illness or injury, but also includes maintaining and improving the overall well-being of workers (Simbolon et al., 2024).

Work discipline is a basic attitude or willingness of a person to carry out and obey all rules that have been set by the organization (Chassanah, 2023). Work discipline reflects the level of compliance and responsibility of an individual in carrying out their duties and obligations in the work environment. According to Sutrisno (2019), work discipline also includes an attitude of respect and obedience given by an employee to the rules or policies that apply in the organization. This disciplined attitude is very important to create order, increase productivity, and maintain work efficiency in a company. Employees who have high work discipline tend to be more responsible, punctual, and able to complete tasks well (Aisyah et al., 2024; Chalil & Subarjo, 2024). In addition, work discipline also contributes to improving a positive work culture, building good professional relationships between employees, and creating a more harmonious and conducive work environment for achieving organizational goals (Sutaguna et al., 2023; Persada & Nabella, 2023).

Performance according to Hamali (2018), is defined as the result of each function owned by Human Resources (HR), both individually and in groups, which is measured based on certain indicators in a job within a certain period of time and in accordance with established standards. Performance is the main factor in determining the effectiveness of an organization in achieving its goals. Good performance management allows employees to work optimally and contribute significantly to achieving the organization's vision and mission (Ekawati & Nuryasti, 2023; Syabilla et al., 2024; Kismono et al., 2024). With a structured performance management system, organizations can identify employee strengths and weaknesses, provide constructive feedback, and increase productivity through ongoing training and development. In addition, effective performance management can also increase employee motivation, strengthen a positive work culture, and encourage innovation in the organization.

METHODS

This study analyzes the influence of occupational safety, occupational health, and work discipline on employee performance at PT. SLI. Occupational safety includes

procedures implemented to protect employees from the risk of accidents, while occupational health focuses on physical and mental well-being. Work discipline reflects compliance with company rules. This study uses a quantitative correlational approach to examine the relationship between variables (Sugiyono, 2019). The study population consisted of all employees of PT. SLI, totaling 70 individuals, with a saturated sampling technique, meaning the entire population was sampled. Data were collected using a questionnaire that measured the opinions, behaviors, and experiences of the respondents, which were then processed using SPSS software. Data analysis included instrument testing (validity and reliability), classical assumption testing (normality, multicollinearity, and heteroscedasticity), and multiple linear regression analysis. Validity testing was conducted by comparing the calculated r value with the r table, while reliability was measured by the Cronbach's alpha value. The classical assumption test ensures that the data meet the requirements before the regression analysis is carried out. The normality test was conducted using a histogram, multicollinearity was tested with the Variance Inflation Factor ($VIF < 5$), and heteroscedasticity was tested with a scatter plot. The multiple linear regression test measures the influence of the three independent variables on employee performance. The coefficient of determination (R^2) is used to determine the extent of the influence of the independent variables on the dependent variable. The partial test (t-test) measures the influence of each variable individually, while the simultaneous test (F-test) evaluates the combined influence of the independent variables on the employee performance of PT. SLI.

RESULTS

The following table presents the results of the validity test for each statement in the variables of occupational safety (X1), occupational health (X2), work discipline (X3), and performance (Y). The validity test is carried out by comparing the r -count value to the r -table, where the statement is declared valid if the r -count is greater than the r -table (0.235). Based on the results of the analysis, all statements in each variable have an r -count value that exceeds the r -table, so all statements are declared valid. With confirmed validity, this research instrument can be used to measure the variables studied accurately.

Table 1. Validity

Variables	Statement	r-count	r-table	Description
Occupational Safety (X1)	1	0.677	0.235	Valid
	2	0.832	0.235	Valid
	3	0.470	0.235	Valid
	4	0.579	0.235	Valid
	5	0.526	0.235	Valid
Occupational Health (X2)	1	0.709	0.235	Valid
	2	0.805	0.235	Valid
	3	0.482	0.235	Valid
	4	0.649	0.235	Valid
Work Discipline (X3)	1	0.860	0.235	Valid
	2	0.794	0.235	Valid
	3	0.677	0.235	Valid
	4	0.462	0.235	Valid
Performance (Y)	1	0.818	0.235	Valid
	2	0.840	0.235	Valid
	3	0.700	0.235	Valid
	4	0.538	0.235	Valid
	5	0.463	0.235	Valid

Based on Table 1, all statements in the variables of Occupational Safety (X1), Occupational Health (X2), Work Discipline (X3), and Performance (Y) have a calculated r -value greater than the r -table (0.235). This means that each statement in the research instrument is declared valid, so it can be used to measure the relevant variables

accurately. Occupational Safety (X1) has five statements, with calculated r-values ranging from 0.470 to 0.832, all of which are greater than 0.235, so they are valid. Occupational Health (X2) has four statements, with calculated r-values between 0.482 to 0.805, which are also all valid. Work Discipline (X3) has four statements, with calculated r-values between 0.462 to 0.860, indicating that all statements are valid. Performance (Y) has five statements, with calculated r-values between 0.463 to 0.840, which also indicates the validity of all statements. Since all statements have been proven valid, the research instrument can be used in further analysis, such as reliability testing and hypothesis testing. This ensures that the questionnaire used in the study has good measurement quality and can provide reliable results.

The results of the reliability test in this study obtained a Cronbach's Alpha value of 0.884. Reliability testing is carried out to measure the internal consistency of the research instrument. The Cronbach's Alpha value of 0.884 indicates that the instrument used has a high level of reliability, which is greater than 0.60. With these results, it can be stated that the respondents' answers to the statement items in the questionnaire are reliable or stable. This test was carried out using 18 statement items in the questionnaire. The data used in this analysis is primary data that has been processed using SPSS in 2024.

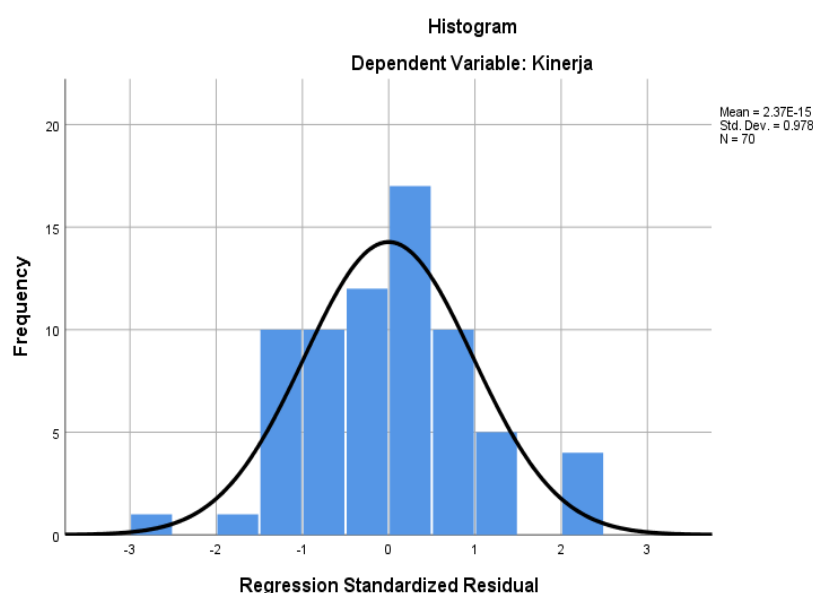


Figure 1. Data Normality Test Results

The histogram shows the distribution of residuals that is close to normal distribution, marked by the black normal curve. The mean of the residuals is almost zero (2.37E-15), indicating no bias in the regression model. The standard deviation of the residuals is 0.978 with a sample size of 70 (N = 70). Overall, the distribution of the residuals looks symmetrical with slight deviations at the ends, indicating that the assumption of normality of the residuals is quite met.

Table 2. Multicollinearity, Multiple Linear Regression and Partial Test Result

Model	Un-std. Coef. B	Un-std. Coef. Std. Error	Std. Coef. Beta	t	Sig.	Tolerance	VIF
(Constant)	-0.961	1.006		-0.955	0.343		
Occupational Safety	0.147	0.066	0.146	2.240	0.028	0.388	2.579
Occupational Health	0.348	0.061	0.271	5.709	0.000	0.729	1.371
Work Discipline	0.747	0.069	0.669	10.752	0.000	0.426	2.349

The multicollinearity test results indicate that all independent variables are free from multicollinearity, as their Variance Inflation Factor (VIF) values are below 5. Specifically, Occupational Safety (X₁) has a VIF of 2.579, Occupational Health (X₂) has

a VIF of 1.371, and Work Discipline (X_3) has a VIF of 2.349. These findings confirm that the independent variables do not exhibit multicollinearity, ensuring the validity of the regression analysis. The Multiple Linear Regression Test produced a regression equation with a constant value of -0.961, indicating that without the contribution of Occupational Safety, Occupational Health, and Work Discipline, Employee Performance (Y) would be at a low or negative level. The regression coefficients for each variable are as follows: Occupational Safety (X_1) = 0.147, Occupational Health (X_2) = 0.348, and Work Discipline (X_3) = 0.747. These values suggest that increases in each variable lead to corresponding increases in Employee Performance, with Work Discipline having the most substantial impact. The partial test (t-test) results (Table 2) with a significance level of 0.05 reveal that all independent variables significantly influence Employee Performance. Occupational Safety has a significance value of 0.028, Occupational Health has 0.000, and Work Discipline also has 0.000. As all values are below 0.05, the null hypothesis (H_0) is rejected for each variable, confirming their positive and significant effects on Employee Performance. Consequently, enhancing safety, health, and discipline in the workplace can significantly boost employee performance.

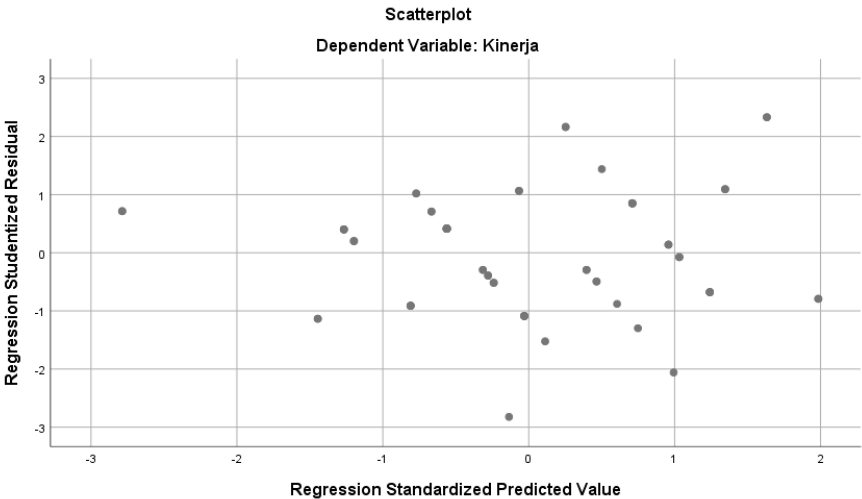


Figure 2. Heteroscedasticity Test Results

This scatterplot shows a randomly distributed pattern of residuals, indicating no systematic pattern suggesting a significant heteroscedasticity problem. Although slight variations appear in some areas, the overall pattern does not exhibit a clear trend, meaning the assumption of homoscedasticity is relatively met. The variance of the residuals remains constant across the range of predictor values, which is crucial for ensuring the validity of the regression model. If distinct patterns emerge, such as a cone shape or a curved trend, a violation of this assumption may be present. However, in this scatterplot, the residuals are fairly evenly distributed, supporting the reliability of the regression analysis.

Table 3. Results of Determination Coefficient

Analysis	Value
R	0.944 ^a
R Square	0.891
Adj. R Square	0.886
Std. Error of the Estimate	0.50230

The results of the analysis show that the R value is 0.944, which indicates a very strong correlation between the independent variable and the dependent variable. The R Square value of 0.891 means that 89.1% of the variation in the dependent variable can

be explained by the independent variable in this model. After adjustment, the Adjusted R Square value of 0.886 indicates that the model still has a high level of explanation even considering the number of variables in the study. The Standard Error of the Estimate value of 0.50230 indicates that the level of prediction error in the model is relatively small. Overall, the regression model used has good accuracy in explaining the relationship between variables.

Table 4. Simultaneous Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	136.333	3	45.444	180.116	0.000 ^b
Residual	16.652	66	0.252		
Total	152.986	69			

The results of the simultaneous test (F test) with a significance level of 0.05, a significance value of 0.000 was obtained. Because the significance value is smaller than the significance level of 0.05, H_0 is rejected and H_a is accepted. This shows that simultaneously, the variables of Occupational Safety (X_1), Occupational Health (X_2), and Work Discipline (X_3) have a significant influence on Employee Performance (Y) at PT. SLI. Thus, it can be concluded that good implementation of occupational safety, occupational health, and work discipline together will have a positive and significant impact on improving employee performance. These results provide empirical evidence that the three independent variables complement each other and contribute significantly to creating a conducive work environment to support employee productivity

DISCUSSION

The study's partial test results show that the Occupational Safety variable has a significance value of 0.028, which is below the 0.05 threshold, indicating a significant impact on Employee Performance (Y). Occupational safety encompasses systematic company efforts to protect employees from workplace accidents and hazards, including policies, procedures, and the provision of Personal Protective Equipment (PPE). Effective occupational safety not only ensures employee security but also boosts productivity by minimizing fear of potential dangers. In this study, occupational safety is evaluated through compliance with safety standards, availability of PPE, safety training, and consistent supervision. The regression coefficient of 0.147 for the Occupational Safety variable suggests that a one-unit increase in Occupational Safety, with other variables constant, leads to a 0.147-unit rise in Employee Performance. This aligns with findings by Ekowati & Amin (2019); Kalteh et al. (2021), who also observed a positive effect of occupational safety on performance. Occupational Safety involves both physical and mental protection, fostering a calm work environment that enhances focus and productivity. Although its impact on performance is smaller compared to other variables, occupational safety is crucial for maintaining sustainable productivity. The study suggests that companies should implement adequate safety standards, including PPE usage, safety training, and workplace risk management. Even with a modest contribution, improvements in occupational safety positively influence employee performance, reinforcing its importance as a foundational productivity factor.

The study reveals that Occupational Health significantly influences Employee Performance, as indicated by a significance value of 0.000, which is far below the 0.05 threshold. This finding aligns with prior research by Segbenya and Yeboah (2022), which also highlighted the substantial impact of Occupational Health on Employee Performance. Occupational health encompasses the physical and mental well-being of employees in relation to their work, including company initiatives such as regular health checks, health insurance, workplace medical facilities, and healthy living campaigns. These initiatives help employees maintain productivity, reduce absenteeism, and enhance work quality. In this study, Occupational Health was assessed by examining available health facilities, accessibility to health services, and programs promoting work-

life balance. The regression coefficient of 0.348 for the Occupational Health variable suggests that a one-unit increase in Occupational Health, while keeping other variables constant, leads to a 0.348-unit rise in Employee Performance. This indicates that both physical and mental health aspects—such as access to health services, stress management, and workplace health programs—are crucial. A supportive work environment boosts employee productivity, reduces absenteeism, and enhances motivation. The practical implications highlight the need for companies to implement health programs like regular health screenings, ergonomic workspaces, and fatigue prevention initiatives. The impact of Occupational Health on performance is more substantial than that of Occupational Safety, underscoring its importance in enhancing productivity and employee performance.

The partial test results show that the Work Discipline variable has a significance value of 0.000, which is below the 0.05 threshold, indicating a significant effect on Employee Performance, consistent with the findings of Fauziah & Baskara (2024). Work discipline reflects employees' compliance with company regulations, policies, and procedures, demonstrating responsibility in meeting work standards, including punctuality, timely task completion, and adherence to ethical codes. High work discipline enhances consistency and reliability in achieving work targets. This study measures work discipline using indicators such as punctuality, rule compliance, initiative in completing tasks, and absenteeism rates. The regression coefficient of 0.747 suggests that a one-unit increase in Work Discipline, with other variables constant, boosts Employee Performance by 0.747 units. High work discipline signifies employee professionalism, positively impacting both individual and team performance. Since Work Discipline has the most substantial impact on Employee Performance, companies should prioritize enhancing discipline through training, supervision, and incentive programs. Implementing a fair reward and punishment system can further improve overall work discipline.

The study found that Work Safety (X_1), Work Health (X_2), and Work Discipline (X_3) significantly influence Employee Performance (Y) at PT. SLI, as shown by a simultaneous F test result with a significance value of 0.000, which is less than the 0.05 significance level. This indicates a positive impact of all three variables on employee performance, though their influence levels vary. Work Discipline has the most substantial effect, followed by Occupational Health, and then Work Safety. The findings suggest that to optimize performance, the company should prioritize enhancing Work Discipline while maintaining attention to Occupational Safety and Health. A strategic combination of these factors is essential for fostering a productive and motivated workforce. The determination coefficient (R^2) value is 89.1%, showing that Occupational Safety, Occupational Health, and Work Discipline collectively explain 89.1% of the variance in Employee Performance at PT. SLI. The remaining 10.9% is attributed to other factors outside this study, such as the work environment, motivation, leadership, or other unexamined variables. These results highlight the significant contribution of the three variables to employee performance. Therefore, focusing on improving policies related to Occupational Safety, Occupational Health, and Work Discipline is recommended as an effective strategy for enhancing productivity and employee performance at PT. SLI ($R^2 = 89.1\%$).

CONCLUSION

This study examines the impact of occupational safety, occupational health, and work discipline on employee performance at PT. SLI. The findings suggest that each of these factors has a significant effect on employee performance. Specifically, improvements in occupational safety, such as the consistent implementation of safety protocols, the provision of personal protective equipment, and effective training, can positively impact employee performance. Similarly, enhancing occupational health by providing health facilities, regular check-ups, and stress management can improve performance. Work discipline, which can be fostered through supervision, a fair reward

and sanction system, and effective communication, also significantly contributes to better employee performance. The study further indicates that when occupational safety, health, and discipline are improved simultaneously, they collectively contribute to a more conducive work environment, thereby enhancing employee productivity. The research emphasizes the importance of these factors in creating a supportive workplace. However, it also acknowledges limitations, such as the study's focus on PT. SLI employees, which prevents generalization to other companies. Additionally, the use of questionnaires may introduce response biases, such as social desirability bias or misinterpretation of questions. The study suggests that future research could explore other variables, such as leadership and work-life balance, and expand to other sectors to gain a broader understanding of the factors influencing employee performance. It also recommends using mixed methods and interactive online surveys to improve data quality. The study's narrow scope—only considering safety, health, and discipline—leaves out other potential influencing factors, such as leadership or motivation, which may also have a significant impact on employee performance.

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